

MAY-09-03 03:31 PM CITISTEEL HR

- How long was the incident, for example a few seconds, five minutes?

unknown

- Where did the incidents of harassment take place?

*alleged at work and on her phone
at home.*

- Were there any witnesses to the incidents of harassment? If so, who were the witnesses?

No.

- Does the Complainant know of any others subjected to the same behavior?

No

- Does the Complainant know motive for harassment?

He thinks she alleged harassment likes her.

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How did the Complainant respond to the harassment? Did he or she make any effort to bring it to a halt?

No to discuss it.

Did the Complainant tell anyone else about the incidents of harassment: superiors, co-workers, family, friends, government representatives, attorneys? If so, get details concerning who, what, when, where and the response, if any.

she says she told her mother and father.

Does the Complainant have any tangible evidence or records of harassment: notes, letters or memos to or from harasser, witnesses; calendar or diary entries, memos, letters, notes etc. by Complainant; tape recordings surreptitious or otherwise; formal complaint forms to any agencies?

she says she has diary entries and recordings but never produced them when requested.

How did the Complainant feel about the harassment at the time it occurred?

Unknown - she says it occurred over 1 1/2 years ago. She avoided the alleged harasser, pulled back to job and has a written warning ^{expunged from her mind}.

Does the Complainant feel the same way now? If not, what is different about how the Complainant now feels, and what brought about the difference?

Unknown - she is aggressive and wants the admission of guilt.

Does the alleged harasser have control over the compensation, working conditions or future employment of the Complainant?

report to somewhat to some degree yes but is subject to review by V.P.

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- Has the alleged harasser made or carried out any threats or promises in connection with the alleged sexual harassment?

No.

- Does the Complainant know or suspect there are other victims of harassment by the same person? If so, who are they?

*No**not mentioned - no**alleged pattern(s)*

- To what extent were others in control made aware of the situation?

limited on a need to know basis.

- ☒ 70 What action would the Complainant like to have taken?

unknown

- ☒ 71 Ask the employee to write and sign a detailed description of all events to support the harassment claim.

*done w. in the record.*Interviewer: *[Signature]*Witness: *[Signature]*Date: *04/09/10.*

Date:

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Alleged Harasser Interview Form

Name: Ref.Date: 07/08/03Position: GS. MS.Supervisor: GB.

☒ 72 Prepare for the investigation meeting with the alleged harasser. This meeting should take place in private, although the company should have two representatives present. The investigator should outline the allegations in advance to ensure that all subjects are discussed.

☒ 73 Provide the alleged harasser with a copy of the company policy, emphasizing the employer's commitment to enforcing the policy. This step should be followed even if it is suspected that the allegations are not true.

☒ 74 Answer the alleged harasser's pre-interview concerns and suspicions about the investigation.

☒ 75 Advise the alleged harasser generally about the investigation and strict policies of confidentiality and avoidance of retaliation.

☒ 76 Ask direct and detailed questions based on information provided by all witnesses, such as:

- Were the alleged harasser and complainant working together on the date(s) complainant says harassment occurred?

unknown -

- Does the alleged harasser recall any interaction with complainant on those dates? If so, what was the context of the interaction?

No touching or phone call.

- Were there any witnesses present?

No.

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- What was the substance of any conversation between the complainant and alleged harasser?

*family, business, health,
leave time activities*

- ☒ 77 Expect an adamant denial. For each denial, request that the harasser identify corroborating witnesses or evidence, and detail any "alibi."
- ☐ 78 If the alleged harasser acknowledges any conduct, ascertain and document what occurred. Try to get as many details as possible, even though this may be uncomfortable for the alleged harasser. Use additional pages if necessary. Ask open ended, non-judgmental questions, such as:

- Did the alleged harasser touch the Complainant?

He says NO

- If so, where was the Complainant touched?

N/A

- Was the Complainant touched more than once?

N/A

- Was the touching done at the direction of the Complainant or the alleged harasser?

N/A

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- Did the alleged harasser threaten the Complainant in any way?

He says no.

- If so, what was the threat or threats?

N/A

- How long was the incident, for example a few seconds, five minutes?

N/A

- Where did the incident take place?

N/A

- Were there any witnesses to the incident? If so, who were the witnesses?

No

- How did the Complainant respond to the incident? Did he or she make any effort to bring it to a halt?

N/A

- How did the alleged harasser feel about the incident at the time it occurred?

N/A

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- Did the alleged harasser do or say anything that could have been misunderstood or could be intentionally misrepresented?

He says no he did not.

- ☒ 79 Ask the alleged harasser about his/her beliefs or suspicions as to why the reports or complaints have been made (i.e., ulterior motives, prior consensual relationships, retaliation by the complaining employee, attempts at job security in the face of poor performance evaluations, etc.).

- Did the Complainant engage in any conduct which the alleged harasser felt was inappropriate or made the alleged harasser feel uncomfortable?

No

- ☒ 80 Has the Complainant ever said or done anything that would lead the alleged harasser or others to believe that the complained-of conduct was not "unwelcome?"

No (unknown)

- ☒ 81 What is the level of supervision between the alleged harasser and the complainant?

Direct and indirect.

- ☒ 82 How frequently do the alleged harasser and the complainant work together?

*all of the time but
sporadically during the week day*

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☐ 83 Has the alleged harasser been previously accused of harassment?

No.

• If so, what were the circumstances?

NA.

☐ 84 Advise that if the evidence establishes harassment, the company will take appropriate disciplinary action against the alleged harasser and the complainant will be fully informed about the company's determination.

☐ 85 Other:

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Interviewer: _____

Witness: _____

Date: _____

Date: _____

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Co-employee Interview Form

Name: DF. Date: 04/08
Position: GR MS Supervisor: EB

☒ 86 Did the co-worker see any alleged harassing incident? No

☐ 87 If so, what occurred? Try to get as many details as possible (use additional pages if necessary),
asking open ended, non-judgmental questions such as:

• What happened?

N/A

• What was said by the alleged harasser?

N/A

• Did the alleged harasser touch the Complainant in any way?

N/A

• When did all of this happen?

N/A

• Who else was present?

N/A

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- What (if anything) did the Complainant say or do in response to the alleged harasser's conduct?

- Did anyone else say or do anything during the incident?

- Did the co-employee later tell anyone about the incident and if so who did you tell and what was their response?
- N/A

- ☐ 88 Did the co-employee see more than one alleged harassing incident between the alleged harasser and the Complainant? If so, ask questions such as those on the preceding list for each incident.

- ☐ 89 Did the Complainant ever discuss the issue of alleged harassment with the co-employee?

- How did the Complainant respond to the harassment?

- Did he or she make any effort to bring it to a halt?

- ☐ 90 Did the co-worker notice any appreciable change in the Complainant's behavior?

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- Did the Complainant become more or less emotional, upset, or moody at work, specifically with or near the alleged harasser? Please specify.

- ☐ 91 Has the co-employee personally seen or heard of sexual harassment by the alleged harasser against any other Company employees besides the Complainant? If so, try to get as many details about what occurred as possible, asking open ended, non-judgmental questions such as those listed above. **NO**

- ☐ 92 Has the co-employee heard another co-employee speak or complain about sexual harassment by the alleged harasser that the co-employee did not personally witness? If so:

- Who told the co-employee about the alleged harassment?

- NA**
- Who was allegedly harassed?

- What was the form of the alleged harassment?

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- What happened?

- When did it happen?

- Who else was present?

MA

- What did anyone else allegedly say or do during the incident?

- Whom did the co-employee later tell about the incident and what was the response?

- Is there any reason the co-employee can think of why the alleged harasser would have thought that the conduct in question was welcomed?

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- Does the co-employee know any reason why the Complainant would misrepresent allegations? Why harasser more-likely-than not committed misconduct?

- Who does the co-employee believe (in cases where harasser denies allegations outright)? Why?

☐ 93 Is the co-employee aware of any other incidents of sexual harassment by any other Company employees? If so: *No.*

- Describe the incident.

- Who was involved?

- Identify all witnesses.

- When did it occur?

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- Was Company management advised about the incident promptly and what was

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the response?

- If Company management was not made aware of the incident promptly, why not?

☐ 94 Other:

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Interviewer: _____

Witness: _____

Date: _____

Date: _____

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REACHING A CONCLUSION

After you have interviewed the complainant, the alleged harasser and any relevant witnesses, the following questions will help you reach a conclusion and decide how best to respond to the complainant's allegations.

MEETING WITH THE COMPLAINANT

Consider and discuss the following:

1. What did you discover?

no thing except that the complainant is angry that she was discharged recently.

2. What does the Complainant want as a remedy?

*1. expense her personal job of a warranty
2. keep her job
3. demand that RH admit to harassment*

3. Is this a complaint under your policy?

No

4. *was* Is there enough here to begin an investigation?

Yes

5. Is there evidence of sexual harassment?

No

6. Should you consider a referral to the Company's Employee Assistance Plan?

No

7. Is there a workers' compensation claim involved here? If so, does this change your response to the complaint?

No

8. What didn't you learn?

if alleged leaves, & top records really exist and that the complainant did not seem to be reasonable or factual about the matter.

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MEETING WITH THE ALLEGED HARASSER

Consider and discuss the following:

1. What did you discover?

His denial and difficulty with compliments for work performance.

2. Do you think the alleged harasser's alibi has merit?

*yes - no history, slight work history
no evidence.*

3. What didn't you learn?

facts

4. What, if anything, is the next step in the investigation process?

transfer the employee.

MEETING WITH THE COWORKER/WITNESS

No witness.

Consider and discuss the following:

1. What did you discover?

No facts or allegations

2. Did this change your decision about whose story you believe?

NO

3. What didn't you learn from this witness?

*Nothing other than
employment is different for wages.*

4. What, if anything, is the next step in the investigation process?

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FINAL DETERMINATION AND REMEDIAL ACTION

Consider and discuss the following:

1. Which witnesses were credible?

RH, GB.

2. Was sexual harassment committed?

No, Not proven,

3. What would be appropriate remedial action?

- a) Documentation in personnel file.

of Terri Sargen

- ~~b) Verbal warning.~~

- ~~c) Written warning.~~

- ~~d) Suspension.~~

- ~~e) Demotion.~~

- ~~f) Termination.~~

After transfer to Shipping Department

4. Why was the remedial action chosen?

To remove employment from situation

5. Is there anything the Company could do to prevent such harassment claims in the future?

Yes

If so, what?

More constructive disciplinary action sooner for a problem employee.

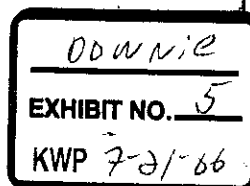
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DATE: July 10, 2003
TO: Terri Snyder
FROM: J. Downie
SUBJECT: Meeting with Terri Snyder

(After Terri left yesterday, I called her home twice and spoke to her mother asking to speak to Terri. Her mother said she was shopping both times. At 5:15 Terri called me back and I asked her to bring any tapes she has for me to listen. She said she would do so.)

Jim and I met with Terri this morning. It was a very difficult meeting. She seemed agitated and unwilling to listen to anything. She demanded that Randolph admit what he had done. I asked her if there were any witnesses to the alleged discrimination. She said yes but it was only witnesses to Randolph telling employees to stay out of her office or witnesses seeing Randolph in her office. She became very belligerent and became loud. She acted like she wanted to leave the Company and wanted to be fired. I was finally able to offer her a job in the Shipping department again. She did not want to be moved and said she liked her job. She asked me why and I told her that it would be better for all parties if she left the Melt Shop and went to Shipping. She said that she would go only if there was a piece of paper that admitted something. I told her that was not necessary. She threatened me by saying that she would talk to other people about this. I stated that if she does not want the job in Shipping, we would take that as a voluntary resignation. She didn't like that and said then you are terminating me. I said that we would hope that you would accept the transfer. She said no and said "are you asking me to leave the premises" and I said yes if you do not want to work in Shipping. She left.

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In the Matter Of:

Snyder

V.

Citi Steel, USA, Inc.

C.A. # 04-970-JJF

Transcript of:

Terry L. Snyder

May 31, 2006

Wilcox & Fetzer, Ltd.
Phone: 302-655-0477
Fax: 302-655-0497
Email: lhertzog@wilfet.com
Internet: www.wilfet.com

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1 TERRY L. SNYDER,
2 the witness herein, having first been
3 duly sworn on oath, was examined and
4 testified as follows:
5 EXAMINATION
6 BY MS. DIBIANCA:
7 Q. Good morning. I represent --
8 **A. Good morning.**
9 Q. -- CitiSteel.
10 **A. Yes.**
11 Q. And this is for a matter captioned Snyder versus
12 CitiSteel. Present today with us in the room, other than
13 myself and yourself, is Miss Lori Brewington, who is your
14 attorney in this matter; Miss Debbie Coles, who is the
15 paralegal for CitiSteel; and the court reporter, who will
16 be taking down everything we say today.
17 Could you please state and spell your name
18 for the record.
19 **A. Terry, T-E-R-R -- legally it is -- Y, on my birth**
20 **certificate, Lynn is my middle name, L-Y-N-N, and then**
21 **Snyder, S-N-Y-D-E-R.**
22 Q. Have you ever been known by any other names?
23 **A. No.**
24 Q. Have you brought any documents with you today?

Page 3

1 **A. No. My ID.**
2 Q. No, that's enough. I just meant like any notes
3 or anything like that?
4 **A. No.**
5 Q. Have you ever had your deposition taken before?
6 **A. No, no.**
7 Q. Okay. All right. Before we get started I just
8 want to go through some background questions, some
9 instructions sort of how this will work.
10 **A. Okay.**
11 Q. They might seem tedious. Just bear with me and
12 we will get through them.
13 **A. That's okay.**
14 Q. Now, do you understand that the oath that you
15 took is an oath to testify truthfully?
16 **A. Yes, ma'am.**
17 Q. And do you understand that even though we are in
18 an informal conference room today that your testimony has
19 the same force and effect as if you were testifying in a
20 court of law before a judge and jury?
21 **A. Yes, ma'am.**
22 Q. And do you understand that you will be subject to
23 perjury for any untruthful testimony you give today?
24 **A. Yes, ma'am.**

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1 Q. All right. I'm going to be asking a series of
2 questions that you will be required to answer. There is
3 going to be times that your attorney may object to a
4 question that I ask. Let her finish stating her
5 objection first, for the record, and then please
6 understand that on almost every circumstance you will be
7 required to answer that question anyway. But let her
8 kind of get it out on the record.
9 And then the same thing with me, if I ask a
10 question that you don't understand or you think it is
11 confusing, just tell me. I'll rephrase it, I'll restate
12 it, whatever I have to do to make sure it is clear,
13 because I want you to answer the correct question.
14 **A. I actually don't understand that. If she objects**
15 **I still answer?**
16 Q. Most of the time, and she will tell you if she
17 feels that you should answer.
18 **A. To answer or not, even though she objects.**
19 Q. Exactly, yes.
20 **A. Yes.**
21 Q. If you don't indicate to me that you don't
22 understand a question, I'm going to assume that you do
23 understand it. Is that okay? Do you understand that?
24 **A. If I don't understand something I will ask.**

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1 Q. Yes.
2 **A. Is that okay?**
3 Q. Yes.
4 **A. Yes.**
5 Q. And then because everything today is going to be
6 taken down by the court reporter, we will have to get all
7 the testimony in an oral way. So anything you say has to
8 be in words. The court reporter can't take down nods of
9 the head or mm-hmm. It has to be a verbal answer.
10 **A. I understand.**
11 Q. And please wait until I finish my entire question
12 before you begin to answer. And likewise, I'll extend
13 you the same courtesy and wait until after you have
14 finished your answer completely before I ask another
15 question.
16 If you feel that you have something to add
17 to your answer, that is fine. You can do that at any
18 time. Don't hesitate to speak up and I'll let you make
19 any additions that you need.
20 **A. Okay.**
21 Q. Do you understand those?
22 **A. Yes.**
23 Q. And if you need to take a break at any time,
24 please let me know. I'll be happy to oblige. It is not

2 (Pages 2 to 5)

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1 intended to be a marathon session of any kind. We can
2 take a break as often as you like. If you are in the
3 middle of answering one of my questions I'll ask you to
4 finish answering and then we can take a break.
5 **A. Of course.**
6 Q. Do you understand all the instructions I have
7 given you?
8 **A. Yes.**
9 Q. Have you recently consumed any medication,
10 alcohol or any other substance which could interfere with
11 your ability to respond to a question?
12 **A. No. You mean this morning? I had a drink the**
13 **other day.**
14 Q. No.
15 **A. Holiday weekend.**
16 Q. Okay. Would there be any reason why you might
17 not be able to answer --
18 **A. No, ma'am.**
19 Q. I'm going to finish my question. Any reason why
20 you may not be able to answer my questions truthfully?
21 **A. No.**
22 Q. Do you have any questions?
23 **A. Not yet. Am I doing this right? Okay.**
24 Q. So far, so good.

Page 7

1 **A. Okay.**
2 Q. What have you done to prepare for your deposition
3 today?
4 **A. I don't understand.**
5 Q. Well, did you review any documents to help you
6 get ready for today?
7 **A. Lori and I went over a few things.**
8 Q. Okay. What documents did you review?
9 MS. BREWINGTON: I'm going to object to
10 that.
11 MS. DIBIANCA: I'm not asking as to the
12 substance of your discussions, just what documents that
13 you reviewed.
14 MS. BREWINGTON: Okay. That's fine.
15 THE WITNESS: None this morning.
16 BY MS. DIBIANCA:
17 Q. Just generally to prepare for today?
18 **A. Prior? You mean within the past couple weeks or**
19 **so forth? Is that what you mean?**
20 Q. Yes. Not every. Just to prepare for today.
21 **A. We have gone over many and several different**
22 **documents in the past several weeks.**
23 Q. Okay. Such as?
24 **A. My complaints, CitiSteel's rebuttals.**

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1 Q. Anything else?
2 **A. I can't remember.**
3 Q. Okay. Did reviewing the documents help you
4 remember the facts relating to the lawsuit?
5 **A. I'm not following you.**
6 Q. Okay. When you reviewed the documents did they
7 refresh your recollection?
8 **A. Of everything that has happened during my work**
9 **time at CitiSteel, is that?**
10 Q. Of anything that's happened during your work time
11 at CitiSteel?
12 **A. Truthfully, everything is still very fresh in my**
13 **mind, so I don't need to actually continue to go over**
14 **documents. I remember, you know, right at the tip of my**
15 **tongue a lot of the things that was done to me there and**
16 **a lot of the things that was said. But as far as**
17 **preparing or reviewing any documents as of this morning,**
18 **no.**
19 Q. Okay. And you said you reviewed your complaint?
20 **A. Several times, submitted copies of many different**
21 **things, including CitiSteel's procedures, the case of**
22 **sexual harassment occurrence, the handbook policies,**
23 **things that were said and done to myself.**
24 Q. Have you spoken with or interviewed or obtained

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1 any kind of statement from any former CitiSteel employees
2 regarding your lawsuit?
3 **A. Have I?**
4 Q. Yes.
5 **A. No.**
6 Q. Has anyone else spoken with any former or current
7 CitiSteel employees regarding your lawsuit on your
8 behalf?
9 **A. Supposedly EEOC, which they apparently didn't**
10 **tell the truth. They informed me they were going to come**
11 **to CitiSteel grounds, conduct an investigation, and they**
12 **did not. They may have done a few phone interviews.**
13 **Actually I'm not sure how they did it. They did not do**
14 **it the way they were supposed to do it.**
15 Q. What was the way they were supposed to do it?
16 **A. Come down to the grounds and interview many and**
17 **several people individually, such as you are doing with**
18 **myself as of now.**
19 Q. Okay. What about after you filed the lawsuit,
20 how about did anyone speak to anyone on your behalf at
21 that point, since then?
22 **A. Truthfully, I'm not sure. Should I say I don't**
23 **know? I don't know.**
24 Q. If you don't know, sure.

3 (Pages 6 to 9)

(302)655-0477

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1 **A. Okay. I don't know.**
2 Q. Have you spoken to any of your friends regarding
3 the lawsuit?
4 **A. My significant other.**
5 Q. What is his name?
6 **A. James Tobin. My mother and my father, whom are**
7 **my best friends.**
8 Q. What are their names?
9 **A. Clara Snyder.**
10 Q. Okay.
11 **A. Edward Vouras.**
12 Q. How do you spell his last name?
13 **A. V-O-U-R-A-S.**
14 Q. What have you discussed with them?
15 **A. Well, started telling them everything that**
16 **happened. I actually told them the very first time, and**
17 **then as time went on with my employment there, I just, I**
18 **basically cried to them.**
19 Q. This is to each of the three people, Miss Snyder,
20 Mr. Vouras --
21 **A. Yes. I didn't inform Mr. Tobin until January of**
22 **2003, because I knew how angry he would get. And my**
23 **parents already, you know, they were upset enough.**
24 **But, you know, it would have -- he would**

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1 **have made me up and quit, and I wasn't prepared to do**
2 **that, and I didn't want to have to do that, and I didn't**
3 **feel I should have to do that because I, you know, wasn't**
4 **the one doing something wrong.**
5 **So my two best friends, they were the people**
6 **that brought me into the world, are actually the ones who**
7 **originally knew from the door.**
8 Q. From when?
9 **A. From the door. From the very beginning. I'm**
10 **sorry.**
11 Q. That's okay. From when was the beginning?
12 **A. My first day of employment was, I'm pretty sure**
13 **it was a Friday, it was August 3rd, in 2001. It was that**
14 **Saturday. It was the very first time.**
15 **Am I on the right track here?**
16 Q. Yes, please.
17 **A. Was the very first time he said, "I'm going to**
18 **have to take you out for a beer some time."**
19 **At that moment I thought nothing of it, you**
20 **know, just somebody speaking in general to another, you**
21 **know, employee, supervisor to employee, just generally**
22 **speaking.**
23 Q. So that was what you think was the first time,
24 the first beginning of the sexual harassment?

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1 **A. That, I don't -- then I thought nothing of it. I**
2 **didn't consider -- you know -- I didn't sit there and**
3 **think, oh, no, here is my future at CitiSteel, he is**
4 **going to harass me.**
5 **I just, to me that was just somebody**
6 **generally speaking. I'm going to take you out for a**
7 **beer, I'm going to take you out for a drink, you know. I**
8 **didn't like the way it sounded, but to me that wasn't,**
9 **you know -- I didn't think it was going to lead up to**
10 **everything that ended up happening exactly.**
11 Q. Why didn't you like the way that it sounded?
12 **A. Because it was my second day on the job and my**
13 **supervisor was saying, "I'm going to take you out for a**
14 **beer some time."**
15 **And not to mention, I went in there through**
16 **a temp service. I had to overcome my fear of heights to**
17 **get to my office. I had to climb a four- or five-story**
18 **steel cage, catwalk, stairs. And I didn't know if I was**
19 **going to like it. I didn't know if I was going to, you**
20 **know, enjoy, you know, the work and be able to overcome**
21 **my fear.**
22 **But he was already asking me to stay. And I**
23 **said, "Well, why don't you give it some time, see if you**
24 **like me as an employee and I'm able to, you know,**

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1 **overcome my fear of heights," and, you know, so forth.**
2 **And I did. I enjoyed my job. I was very**
3 **busy all day. And I overcame that fear of not looking**
4 **down through the steel cage stairwell.**
5 Q. Did you tell your parents then about him asking
6 you out for a beer?
7 **A. Yes, the first, the first day. I sat at the top**
8 **of the steps. I had a handicapped aunt. She was**
9 **bedridden. She has passed now. And I just said, "You**
10 **are never going to believe," I said, "You know, here it**
11 **is my second day," I said, "and my boss is telling me he**
12 **wants to take me out, he is going to take me out for a**
13 **beer some time."**
14 **You know, I thought that was odd. But I**
15 **didn't think, you know, bad bad. Not the way things**
16 **ended up happening. I just thought it was odd.**
17 Q. When we are talking about "him" I guess we should
18 say for the record who we are talking about.
19 **A. I'm sorry, Randolph Harris.**
20 Q. When you were sitting at the top of the steps was
21 that your aunt or your parents or --
22 **A. My mother was downstairs. My aunt is bedridden.**
23 **So I was sitting at the top of the stairwell in my home**
24 **telling them both.**

4 (Pages 10 to 13)

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1 Q. Okay. Was your father there at that time?
2 **A. No, ma'am.**
3 Q. When was the first time you told your father
4 about this?
5 **A. I started calling him -- I'm not sure exactly**
6 **when. I do not remember when I started telling him. My**
7 **mother and my aunt knew first, actually. But I informed**
8 **him over the phone, crying from CitiSteel parking lot. I**
9 **don't like to talk on cell phones while I'm driving,**
10 **especially if I'm upset. So...**
11 Q. Was that a few days later? A matter of weeks?
12 Do you have an idea?
13 **A. I actually cannot remember.**
14 Q. Would it have been less than six months after you
15 told your mother?
16 **A. My mother?**
17 Q. Yes.
18 **A. No. My mother knew --**
19 Q. I'm sorry, let me clarify. From the time you
20 told your mother I guess on August 3rd until the time you
21 told your father, would it have been less than six
22 months?
23 **A. Yes.**
24 Q. Would it have been less than three months?

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1 **A. It could have been around there. Because I was**
2 **scared he would make me quit or get very angry as well.**
3 Q. Since you have left CitiSteel have you talked to
4 any of the current or former employees there?
5 **A. No. Carmella Patrone, we met a couple times for**
6 **dinner. She started getting scared about losing her job,**
7 **so she informed me that she was going to stop calling me,**
8 **but she wanted me to continue calling her.**
9 **And I said, "Well, Carmella, if you are**
10 **worried about losing your job," I said -- and her father**
11 **wanted her to quit calling me -- I said, "What would be**
12 **the point in me calling you?" I said, "If you are**
13 **worried about your job," I said, "we will just cut off**
14 **all ties for now, now."**
15 **She needed her job and liked her job. I**
16 **said, "I'm not going to jeopardize you because of what**
17 **has happened to me," I said, "but it makes no sense, if**
18 **you are not going to call me, why should I call you?"**
19 **It makes no sense to me, so...**
20 Q. When was the last time you talked to her?
21 **A. Well, it has been probably almost three years.**
22 Q. Okay.
23 **A. Because we kept interacting for maybe a month or**
24 **two after. When they escorted me off the grounds in**

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1 **April of 2003, her and I stayed in touch for maybe up to**
2 **two months afterwards.**
3 Q. Okay.
4 **A. We would go to book stores, read, have coffee, go**
5 **to dinner, such.**
6 Q. Have you ever filed any lawsuits against any of
7 your previous employers?
8 **A. No, ma'am.**
9 Q. No. What about administrative agency complaints
10 regarding employment, similar to the EEOC complaint that
11 you filed, have you filed any other administrative agency
12 complaints?
13 **A. Can you explain that in more detail?**
14 Q. Any governmental agencies that you reported --
15 **A. CitiSteel to?**
16 Q. Any employer other than CitiSteel.
17 **A. Oh, no, no.**
18 Q. Have you filed any lawsuits of any kind?
19 **A. There was two car accidents. These kids hit me**
20 **years ago.**
21 Q. What year? Do you know what year that was?
22 **A. One, excuse me, one was in '92. I wasn't**
23 **driving. I was actually a passenger there.**
24 **And the other one, when the children hit me,**

Page 17

1 **it was in '98. They were car accidents. It wasn't**
2 **employee -- I didn't work with them or something like**
3 **that.**
4 Q. Did you file like a personal injury lawsuit? Is
5 that what it was then?
6 **A. Yes. I had messed up this in my neck. And it is**
7 **very stiff today, so forgive me if I'm -- I can hardly**
8 **turn it this way. And also herniated disk in my back.**
9 Q. Did you settle those cases?
10 **A. Yes.**
11 Q. They didn't go to trial?
12 **A. No. They ended up being settled through**
13 **mediation.**
14 Q. Mediation for both of them?
15 **A. Yes.**
16 Q. Have you ever been sued before?
17 **A. No, ma'am.**
18 Q. And excluding the CitiSteel matter, have you ever
19 been sexually harassed by anyone?
20 **A. No.**
21 Q. What is your current address?
22 **A. 30, that's three-zero, just three-zero, North**
23 **Rodney, R-O-D-N-E-Y, Drive, Wilmington -- would you like**
24 **for me to spell that? -- Delaware. I'm just trying to**

5 (Pages 14 to 17)

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1 **do everything. Delaware, 19809.**
2 Q. Okay. And who lives with you at that address?
3 **A. My mother. Would you like her name?**
4 Q. No, that's all right. I have it.
5 **A. Okay. I have a cousin who has a disability. Let**
6 **me know if you want names.**
7 Q. I'll take the name on that.
8 **A. Roy, R-O-Y, Hicks, H-I-C-K-S.**
9 Q. Have you spoken to Roy about this CitiSteel
10 matter?
11 **A. No. But he has overheard -- he hears what goes**
12 **on in the house. He is a little -- you know, I believe**
13 **we are all different in our own way, but he is, you know,**
14 **he is different.**
15 Q. Is he mentally challenged?
16 **A. He had an accident, which I think this is**
17 **irrelevant, but, he is not mentally challenged, but he**
18 **had a problem many years ago and so something had**
19 **occurred with him.**
20 Q. Anyone else that lives at that address?
21 **A. Yes, my significant other now resides with me.**
22 Q. How long has he been at that address?
23 **A. Almost two years.**
24 Q. How long have you been there?

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1 **A. My entire life. Sometimes I would live with my**
2 **father, but my main address was my mother's. I would**
3 **just go and stay with him for awhile and things such**
4 **as -- you know, the majority of my friends were mother's**
5 **location. And that's where my animals were. I didn't**
6 **have animals at my father's.**
7 Q. Where does your father live? In Delaware?
8 **A. Now he does. Well, yes. But he also has**
9 **property down in Atlantic City, New Jersey. But, yes,**
10 **his address, he lives in Delaware, yes.**
11 Q. Date of birth?
12 **A. 12/20/68.**
13 Q. Without me doing the math, how old does that make
14 you?
15 **A. I'm 37. Young, spring chicken.**
16 Q. You are not married to Mr. Tobin, that's correct?
17 **A. No ma'am.**
18 Q. Have you ever been married?
19 **A. No, ma'am.**
20 Q. How long have you been in a relationship with Mr.
21 Tobin?
22 MS. BREWINGTON: Objection, relevance.
23 MS. DIBIANCA: Well, there is no objection
24 to relevance in depositions. I mean form, obviously, but

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1 not to relevancy. So do you want to tell her to answer?
2 MS. BREWINGTON: You can go ahead and answer
3 that. How about we do this, unless I instruct her not to
4 answer she can assume she can go ahead and answer the
5 questions. Unless I look to you and say --
6 THE WITNESS: If you say "I object" --
7 MS. BREWINGTON: If I say "do not answer"
8 don't answer the question, okay?
9 THE WITNESS: Okay.
10 BY MS. DIBIANCA:
11 Q. That way we will save some energy.
12 How long have you been involved with Mr.
13 Tobin?
14 **A. We have been dating for the first six years. But**
15 **we have been boyfriend and girlfriend in August will be**
16 **six. For the first six years, you know, we were just**
17 **dating.**
18 Q. So is that 12 years total?
19 **A. Well, you can take it -- I'm just trying to**
20 **answer honestly. For the first six years we just were**
21 **dating. I was always very busy, school, you know, home**
22 **life. I did not want a significant other. The past six**
23 **years we have been together.**
24 Q. Okay. So 12 years total, complete?

Page 21

1 **A. Total.**
2 Q. Okay.
3 **A. Since October 9th, 1994, actually.**
4 Q. Okay. Do you have any children?
5 **A. No, ma'am, not yet. Hopefully one day.**
6 Q. And any worker's comp claims?
7 **A. No.**
8 Q. Any Social Security benefits for disability?
9 **A. No.**
10 Q. Ever been arrested?
11 **A. Kind of. 14 years ago. I had a DUI. I drank**
12 **one drink. I don't drink that much. I drank one drink.**
13 **It was a strong drink. I blew right on the line. I**
14 **guess you would call that being arrested.**
15 **And then, I don't know what year, many years**
16 **ago, there was a disorderly conduct. But it was**
17 **dismissed because the person lied, and they admitted,**
18 **they ended up admitting, so everyone --**
19 Q. So it was dismissed?
20 **A. It was dismissed, yes.**
21 Q. What happened? What was the outcome of the DUI?
22 **A. Oh -- excuse me, I didn't mean to say "oh."**
23 **I think I paid a fine. I took a class. Had**
24 **to take a bus and walk past my car, of course, every day.**

6 (Pages 18 to 21)

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1 **And my license was taken for six months or something.**
2 **You could easily look that up. That's the most I can**
3 **remember.**

4 Q. That's fine. Any other times you have been
5 arrested?

6 **A. Not that I can recall.**

7 Q. Let's take a look at the complaint.

8 (Snyder Deposition Exhibit 1 was marked for
9 identification.)

10 Q. Actually, if you just take a minute, look through
11 it, and then you can just let me know when you are
12 finished.

13 Have you had a chance to look them over?

14 **A. Yes. I remember all of them. Yes, ma'am.**

15 Q. All right. Let me just say, this is the first
16 exhibit. What I have done is just put page numbers at
17 the bottom right-hand corner of each of them so we can
18 refer to, so you have an idea of what page I'm talking
19 about. We can get to them easily and that's how it is
20 for all the documents.

21 **A. Yes.**

22 Q. Have you seen these first two pages, it looks
23 like, before?

24 **A. Yes, ma'am. Well, of course, that's my**

Page 24

1 Q. Well, it says, "Got a job for temp," it looks
2 like.

3 **A. Okay.**

4 Q. Is that what it says?

5 **A. Yes. Okay. Hercules, I think I had a one-week**
6 **position offered through Franklin, I think it may be,**
7 **through a temp service, to work for a law firm for a**
8 **week.**

9 Q. And that was Hercules?

10 **A. Yes. I think I'm explaining this here because,**
11 **you know, letting them know I had a job for a week and**
12 **now I'll be starting a real job.**

13 Q. And that was at Verizon?

14 **A. Verizon, yes.**

15 Q. And it says, it looks like, "For over a year,"
16 and then it is circled, "have all doc," I guess
17 documents, "proving looked." Is that referring to like
18 your job search?

19 **A. Yes.**

20 Q. Can you tell me what that means in your own
21 words?

22 **A. Since CitiSteel escorted me off the grounds, on**
23 **my own, I don't know why, which I think it was a smart**
24 **move, I keep a lot of records, even bank deposit slips.**

Page 23

1 **handwriting, yes.**

2 Q. Can you tell me what this is?

3 **A. A piece of paper asking me questions and me**
4 **answering them. Application to Proceed Without**
5 **Prepayment, yes. This is a form I had to fill out to**
6 **proceed in suit.**

7 Q. Did you fill this out for the court?

8 **A. Yes.**

9 Q. And then there are some handwritten notes here.

10 If you could just explain some of them to me. For
11 example, under question number 1, where your handwritten
12 notes start, it says, "Mid July Verizon called."

13 **A. Wait a minute. Okay.**

14 Q. Could you tell me what that means?

15 **A. Verizon called to make me an offer.**

16 Q. A job offer?

17 **A. Yes, ma'am.**

18 Q. And then sort of to the right-hand side of that--

19 **A. Yes.**

20 Q. -- can you tell me what that means?

21 **A. Let me read the question.**

22 Q. I believe that this is referring to question
23 number 2 which asks, "Are you currently employed?"

24 **A. I don't know. I'm just answering their question.**

Page 25

1 **I don't know why. They call me a pack rat. But I have**
2 **faxes of my job search since CitiSteel let me go.**

3 Q. Have all those documents been produced?

4 **A. I don't have them here.**

5 Q. Have you produced them to your attorney?

6 **A. No.**

7 Q. So I'll put a formal document request on the
8 record for all the faxes relating to job search that
9 haven't already been produced or faxes or other documents
10 relating to your job search that have not already been
11 produced.

12 **A. That's fine.**

13 Q. It looks like the last sort of handwritten part
14 here, it says "Since CitiSteel," do you see that part?

15 **A. Yes, ma'am.**

16 Q. Is that referring to the same thing where you
17 say, "I have all faxes"?

18 **A. Yes, ma'am. I assume so. It looks that way,**
19 **yes.**

20 Q. Is there anything else it could be referring to?

21 **A. No.**

22 Q. Question number 3 says, "In the past 12 months
23 have you received any money from any of the following
24 sources?" And you have indicated that you have received

7 (Pages 22 to 25)

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1 money from other sources.
2 **A. The Department of Labor, unemployment.**
3 Q. Any other sources?
4 **A. No. Oh. I'm sorry. 401(k).**
5 Q. Okay.
6 **A. I apologize.**
7 Q. That's fine. Then we will go to your complaint
8 which starts on page 3. And you said that you recall the
9 complaint? You have seen this before?
10 **A. Yes.**
11 Q. And the date on page 4, the date that the
12 discrimination, in this case the sexual harassment,
13 occurred was April 10th, 2004?
14 **A. No. There was actually many times throughout all**
15 **this time as far as sexual harassment. But I --**
16 **actually, they let me go, if you notice how I wrote**
17 **everything in detail, because I couldn't give all the**
18 **exact dates, so that's why I wrote that, what I did**
19 **there, and then I just let them know the date of the**
20 **termination.**
21 Q. So the term --
22 MS. BREWINGTON: Can she finish? I wanted
23 her to make that clear on the record.
24 **A. That's the date actually of the termination, I**

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1 **have the arrow pointing to.**
2 Q. So April 10th, 2004 was your termination date?
3 **A. Yes, ma'am.**
4 Q. Okay.
5 **A. That's the day they wouldn't let me go back to my**
6 **office.**
7 Q. Then we are going to skip ahead. Page 6 looks
8 like you are indicating some things that you attached to
9 the complaint.
10 **A. Okay.**
11 Q. These were documents that you attached?
12 **A. This page here is actually a listing of the**
13 **following, I guess.**
14 Q. So page 6 indicates what actually you submitted
15 with your complaint?
16 **A. Yes, ma'am.**
17 Q. So page 7 is what?
18 **A. Page 7 is what?**
19 Q. Yes.
20 **A. This is what I had to submit to the Department of**
21 **Labor to have a, what do you call it, a meeting, an**
22 **appeal.**
23 **I think CitiSteel tried to say I quit, and**
24 **which I did not quit, and so I think I had to do this to**

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1 **explain to them why I was fighting for my unemployment.**
2 **Because CitiSteel was wrong, and they tried lying.**
3 **So I submitted this to them to explain to**
4 **them why I was -- I wanted to fight back and I was**
5 **appealing. And after this, then they gave me a date to**
6 **meet with CitiSteel's lawyer, arbitrate. I can't**
7 **remember what that was called. But it was something, we**
8 **all sat in there.**
9 Q. A hearing, maybe?
10 **A. Okay. A hearing. I'm sorry.**
11 Q. That's fine. So do you have an idea what date
12 this was filled out?
13 **A. The date is not on there?**
14 Q. I'm not sure.
15 **A. Well, it says "4/10, yesterday," so I filled this**
16 **out on the 11th. Yes. I went in there immediately, the**
17 **next day.**
18 Q. So this was April 11, 2003 then?
19 **A. Yes, ma'am. And I'm pretty sure that was a**
20 **Friday. Because at the very tippy top it says "4/10,**
21 **Yesterday I, Terry Snyder, was terminated." So it was**
22 **4/11.**
23 Q. Then the next couple pages, what are they?
24 **A. This page here, 1 of 2, Tuesday, April the 8 th,**

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1 **Jerry Downie asked me in writing, he had a couple pieces**
2 **of blank paper and a pen, and asked me to write down what**
3 **I informed him of what Randolph Harris was actually doing**
4 **to me.**
5 **So it is actually a brief summary of some of**
6 **the stuff that Mr. Harris had been doing.**
7 Q. So this is your written --
8 **A. To CitiSteel. This was for CitiSteel, at their**
9 **request. The first day I turned them in. Forgive me.**
10 Q. That's okay. It takes a little practice to get
11 used to it, back and forth, doesn't it?
12 **A. Yes.**
13 Q. So this was then completed at CitiSteel? You
14 wrote this at CitiSteel?
15 **A. Yes, in the, one of the offices. Human resources**
16 **actually has two offices, one in one building and up at**
17 **the next red light in the mansion is the main -- was**
18 **Jerry Downie's main office. This was done in the little**
19 **administration office, one red light down, where the**
20 **nurse; Jim Ryan, who was then the assistant manager, he**
21 **had a little office; and then Jerry Downie also had a**
22 **little office down there.**
23 Q. Who was there when you filled this out or wrote
24 this?

8 (Pages 26 to 29)

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1 A. Jerry Downie and Greg Buragino, B-U-R-A-G-I-N-O,
2 whom was the vice president at the time. They were
3 sitting in there when I walked in. They asked me what
4 had happened. I explained. Jerry Downie asked me to
5 please write it down on paper. He got up and walked out.
6 Greg Buragino was still sitting there while I wrote this.
7 Q. Okay. All right. And then the next exhibit is
8 page 10.
9 A. Yes.
10 Q. Could you tell me what that is?
11 A. This is to -- well, with EEOC, the day they
12 followed me around, which was on the 9th, they followed
13 me around, and they made me go home early to sleep on
14 things. And I said, "No. I have nothing to sleep on."
15 I said, "You sleep on it."
16 They said, "We want to keep the dust down."
17 I said, "I'll keep the dust down if you give me in
18 writing why you are trying to make me take a new
19 position, and I want that lie of a piece of paper."
20 Because Mr. Harris, the month prior, tried
21 to have me written up, and he, Mr. Ford told me it was
22 all Randolph's idea, because Randolph was scared, because
23 he noticed I was getting angrier as each day occurred,
24 the more he was, you know --

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1 Q. Mr. Ford? I'm sorry.
2 A. Mr. Ford informed me it was Mr. Harris' idea to
3 try to have me written up, and I would not sign that
4 write-up because I had done nothing wrong. So I refused.
5 So they were following me around. They
6 followed me from one office, one red light up to the
7 other, begging me to just go home and think about things.
8 And I said, "I have nothing to think about."
9 And they refused to let me go back to my office, on
10 Wednesday, the 9th. Okay.
11 So I immediately -- you know, I wasn't going
12 to push them out of my way, you know. I wasn't going to,
13 you know, let them try to drag me down the stairwell or
14 whatever, you know. They just, they wouldn't leave me
15 alone.
16 So I went ahead. I left. I called my
17 significant other. He came and picked me up. We shot --
18 I knew what they were doing. They were slowly trying to
19 get rid of me. They weren't letting me back to do my
20 job. So I called my significant other, and he took me up
21 to EEOC.
22 Meanwhile, my cell phone is in the vehicle
23 in silence, so forth, whatnot. Jerry Downie continuously
24 called my mother. My mother told him she did not know

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1 where I was. My mother wasn't going to tell him. And he
2 wouldn't leave her alone. So I went to EEOC. And EEOC's
3 proceeding steps are they screen you first, so they
4 screened me on the 9th of April, which was a Wednesday.
5 And if they believe you and feel you have a case, then
6 they set you up with a date to come back to take a formal
7 statement.
8 This is the date they gave me and this here,
9 you asked me what this document was, this is the formal
10 statement to EEOC then.
11 Q. Okay. And so this was completed on the 29th?
12 A. Yes, ma'am.
13 Q. If you could just point out the parts where you
14 allege that you were sexually harassed in the charge.
15 A. You are asking me to point that out, even though
16 you have a copy in front of you?
17 Q. For the record.
18 A. Well, I think a supervisor starting to tell me he
19 was going to start taking him away -- well, let's see.
20 Should we start with when he started touching me?
21 Something like that?
22 Q. Anywhere you want. I just want to make sure we
23 can get all the allegations on the record.
24 A. Making lewd comments. Smelling me. Asking me

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1 what flavor I was today. Squeezing my cheeks. Standing
2 in my doorway, not letting me out of my office. I had to
3 push my way through. Is that an answer for you?
4 Q. Is there anything else?
5 A. Well, there is tons more.
6 Q. Let me ask you this: Is there anything else
7 that's not in the charge that you feel would be the basis
8 of a sexual harassment claim?
9 A. Asking -- well, is it on here? Asking me to come
10 to work wearing a dress with no panties.
11 Q. That's on the second page, page 11.
12 A. Then you found it for me. Thank you.
13 Q. Is there anything else that should go in here, do
14 you think?
15 A. Let's see. All the rude comments. Telling me he
16 wants to make me away. Squeezing me, smelling me, asking
17 me to come to work wearing a dress with no panties,
18 standing there staring at me for twenty minutes, telling
19 me how pretty I am. Grabbing down below his area,
20 squeezing as he sits up on the table. Maybe -- I think
21 that might do it.
22 Stroking my hair. Oh, yes.
23 Q. Then on page 18.
24 A. Yes, ma'am.

9 (Pages 30 to 33)

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1 Q. Can you tell me what that is?
2 **A. I think this is me asking for help.**
3 Q. To whom?
4 **A. I think this is part of to the court.**
5 **Wait a minute. I don't know if this is the**
6 **end of another page. I'm assuming, because of the way**
7 **they are stapled, if I'm not mistaken, to the court.**
8 **Okay. I needed a case number. Okay.**
9 **Mm-hmm.**
10 Q. Does the date on there, 8/24/04, does that help?
11 **A. Well, what day did I submit it to the court?**
12 **Yes. Mm-hmm. Maybe this was the first page, actually,**
13 **of -- see, you have two copies of it in here. One has**
14 **lines under it and one doesn't. Okay. To the court.**
15 Q. Okay. And then the next page, also dated the
16 same --
17 **A. To the court.**
18 Q. Let me finish real quick. -- also dated the same
19 day, August 24, 2004 --
20 **A. Yes, ma'am. Oh, I'm sorry.**
21 Q. -- that's to the court?
22 **A. Yes.**
23 Q. Then on page 21, have you seen that before?
24 **A. I'm sure I have. I have seen so many documents.**

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1 **But yes, I'm sure I have.**
2 Q. Well, I'll submit to you that these are your
3 answers to CitiSteel's first set of interrogatories.
4 **A. Okay. From the courthouse or from EEOC or from**
5 **whom?**
6 Q. This would have been after your lawsuit was filed
7 that CitiSteel would have submitted these interrogatories
8 to your counsel, and then you would have answered with
9 them and sent it back to CitiSteel. So it wouldn't have
10 been from the EEOC or necessarily from the court. It
11 would have been the questions were being asked by
12 CitiSteel.
13 **A. From the original lawyer?**
14 Q. Well, I'm not sure. Probably --
15 **A. I mean somebody asked these questions. You know**
16 **how I was answering your questions, this is for or to and**
17 **from this court. This is to the Department of Labor.**
18 **Who is this to or from is what I'm not**
19 **following. This is District of Delaware.**
20 Q. This was signed by Miss Brewington, so it would
21 have been CitiSteel submitted it March 20th or it was
22 responded to on March 20th of this year. Does that help?
23 And the next page, page 36 is your
24 verification to the interrogatories.

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1 **A. Who is this from? Okay. This is my answers to**
2 **CitiSteel's set. Okay. So CitiSteel answered my**
3 **lawyer's questions? Or this is my answers to what**
4 **CitiSteel had to say to my lawyer? Is that correct?**
5 Q. CitiSteel propounded questions to you through
6 your attorney. And you responded through your attorney
7 with this.
8 **A. Okay. Okay. Thank you.**
9 Q. You got it.
10 **A. Was I supposed to go to page 36?**
11 Q. I want to run through the questions very quickly
12 and see if there is anything in here you want to add to
13 at this time or correct at this time.
14 **A. On page 36, ma'am?**
15 Q. No. Just through the answers. So probably start
16 at page 26, it looks like the first actual question and
17 answer.
18 **A. Yes, okay.**
19 Q. For example, the first question is asking for you
20 to identify any kind of document that you have relating
21 to the claims in this case, and you stated that all
22 documents had already been provided, plus some additional
23 documents that were submitted.
24 Now today apparently there were some faxes

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1 out there, some other documents. Is there any other
2 documents, other than the ones we talked about today,
3 relating to your job search that you have not submitted?
4 **A. No.**
5 Q. Then, for example, question number 3 is just
6 basically asking for witnesses, anyone who would have any
7 kind of factual knowledge, and you provided a list here.
8 Is there anyone that is not on this list that you believe
9 may have some knowledge? And the list continues on to
10 the next page.
11 **A. No, but every time, I mean -- no, no. I hope I'm**
12 **doing this properly. No.**
13 **Through work, because other than that, my**
14 **parents and my significant other, so --**
15 Q. You listed that on the next page.
16 **A. Okay. Okay. I just wanted to make sure. I was**
17 **trying to do it properly.**
18 Q. Okay. Then on page 30, the answer to number 10,
19 which is asking for any non-monetary relief that you are
20 seeking --
21 **A. Forgive me. I'm sorry. Page 30? Number 10?**
22 Q. Yes.
23 **A. Thank you. I don't have a page 30.**
24 MS. BREWINGTON: Can I just? I think she is

10 (Pages 34 to 37)

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1 going by this number right here.
2 THE WITNESS: Yes. I do. Forgive me.
3 Okay. I'm sorry.
4 BY MS. DIBIANCA:
5 Q. That's okay. Number 10 is non-monetary relief,
6 in other words, non-financial relief, non-economic relief
7 that you are seeking.
8 **A. May I please interrupt? I don't think I have a**
9 **number 10. Excuse me. This is number 9. And then there**
10 **is -- oh, here is number 10. I'm sorry.**
11 Q. It is not in bold. So it does sort of blend in
12 there. Okay. So you see number 10 and the answer there?
13 **A. Yes, ma'am.**
14 Q. The last part of that is you would like Mr.
15 Harris to be sent to the shipping department of
16 CitiSteel.
17 **A. Of course. Why should I be shipped? He should**
18 **be shipped. He did the harassing.**
19 Q. Okay. And you felt that the shipping department
20 was some place he should have been transferred to?
21 **A. That's where they were trying to ship me, out,**
22 **way back in the neck of the woods away from society,**
23 **basically. So, sure.**
24 Q. Okay.

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1 **A. I was kind of being sarcastic when I said that to**
2 **them because that's the way they were treating me.**
3 **So, but, sure, why should he be a general**
4 **supervisor up there, taking his authority for granted?**
5 Q. Do you still feel that that is an appropriate
6 request?
7 **A. I definitely feel they need a sexual harassment**
8 **refresher training course.**
9 Q. And about Mr. Harris being transferred to
10 shipping, is that appropriate still?
11 **A. I don't think he should be a general supervisor**
12 **at all.**
13 Q. So did you want to change this answer at this
14 time?
15 **A. No. Ship him to shipping.**
16 Q. Okay. Then question, it is on page 34.
17 **A. Yes, ma'am.**
18 Q. Question 19, did you want to change the answer to
19 that question at this time?
20 **A. I don't understand.**
21 Q. Well, it says, "Describe all criminal, civil, and
22 administrative actions"... "to which you have been a
23 party or a witness, including, but not limited to, the
24 identity of the parties, the date the action was brought

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1 or filed," etcetera.
2 At that time your answer was that you had
3 been involved in no other actions other than the
4 unemployment hearing.
5 **A. Okay. So, in other words, has anything taken**
6 **place involving CitiSteel and myself other than so far**
7 **the hearing at the Department of Labor? Is that what**
8 **this means?**
9 Q. No. It means have you ever been involved in any
10 criminal, civil or administrative actions.
11 **A. No.**
12 Q. What about the criminal actions we discussed
13 today?
14 **A. Such as?**
15 Q. I believe it was a DUI and --
16 **A. Oh. Oh. I thought you meant related.**
17 **Okay. What about it?**
18 Q. Would you like to supplement this answer at this
19 time to include those matters?
20 **A. So, in other words, you want me to change my**
21 **answer -- stop me when I'm wrong.**
22 Q. I'm going to stop you when you are wrong. I
23 don't want you to change anything other than I want to
24 verify the --

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1 **A. In other words --**
2 Q. Let me finish, please. I want to verify the
3 accuracy of your answer here.
4 **A. Apparently, I guess I didn't understand at the**
5 **time, such as I am learning now, as you are clearly**
6 **helping me learn, so, in other words, with total**
7 **irrelevancy, that I had a DUI 14 years ago, in other**
8 **words, sure. You can stick that in there.**
9 **But as far as any relations to CitiSteel and**
10 **the matter at hand, no, I would not like to change that**
11 **answer. But if you are talking about throughout my**
12 **entire life, I assume so. You may change it if you like.**
13 Q. Well, I don't want to change it unless it is
14 wrong. I do want to have you change it or supplement if
15 it is wrong.
16 **A. If this question right here is asking me -- see,**
17 **when it mentions EEOC, the Department of Labor, so forth,**
18 **we are talking about CitiSteel and what Randolph Harris**
19 **and Jerry Downie did to me. I'm not sitting around**
20 **thinking about what happened to me 14 years ago. So if**
21 **this is the wrong answer to this kind of question, then**
22 **change it.**
23 **Throw that DUI in there from 14 years ago,**
24 **that will be fine with me.**

11 (Pages 38 to 41)

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1 **But, my answer to this question, with**
2 **CitiSteel matters, no, it should remain the same. That's**
3 **what I understand. And now there is my answer.**
4 Q. Did anyone help you fill this out, explain this
5 to you?
6 **A. Yes.**
7 Q. Who helped you?
8 **A. A young lady named Katherine.**
9 Q. And is she a legal representative? Is she an
10 attorney?
11 **A. No longer. I don't know. I don't know how to**
12 **answer that. What was she? Paralegal.**
13 Q. Okay. For who? What attorney's office?
14 **A. Mine.**
15 Q. Okay. Miss Brewington's office?
16 **A. Yes, ma'am.**
17 Q. And then page 36.
18 **A. If this question here means my entire life, then**
19 **I answered it wrong, and whether or not it was explained**
20 **to me properly, throughout my entire life, then, you**
21 **know, maybe I answered it wrong.**
22 **But, as far as CitiSteel goes, this is the**
23 **correct answer. But throughout my entire life, DUI 14,**
24 **add on, whatever, feel free.**

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1 Q. We talked about today the two criminal instances
2 that were many years ago.
3 **A. Okay.**
4 Q. And then we talked about the two personal injury
5 car accident cases?
6 **A. So you want that on there too? You tell me.**
7 **Because I'm totally naive to this.**
8 Q. Well, I'm not your attorney, but I will represent
9 to you that when it says "all criminal, civil, and
10 administrative actions" --
11 **A. Well, as far as the car accidents, I was not at**
12 **fault in any way.**
13 Q. Let me interrupt you for just one minute. In no
14 way does it indicate you were at fault by any stretch of
15 the imagination.
16 **A. Okay.**
17 Q. It is simply getting a record of your involvement
18 as a party or a witness. So it could be something that
19 you were a witness to and involved in through that.
20 **A. Okay. The two car accidents and the DUI then, I**
21 **guess.**
22 Q. Okay. Any other administrative actions, civil
23 lawsuits, criminal cases of any kind that you were a
24 party to or a witness to? Do you understand that

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1 question?
2 **A. Kind of. Not to my knowledge, no, ma'am.**
3 Q. Would you for any reason not have knowledge of
4 things you were a party to?
5 **A. I have never gone up on a witness stand for**
6 **somebody, if that's what you mean.**
7 Q. Have you ever been interviewed by any
8 administrative agency --
9 **A. No.**
10 Q. Let me finish. -- on behalf of someone else, not
11 just in a witness stand?
12 **A. No, other than several people because of**
13 **CitiSteel. So the answer to that question is no.**
14 Q. Okay. And no other civil matters? Civil just
15 means not criminal. So any other civil matters like a
16 lawsuit where you were a witness to?
17 **A. No.**
18 Q. Okay. Then 36.
19 **A. Excuse me.**
20 Q. There is your verification for the
21 interrogatories. That's just your signature attesting
22 that you believed all the answers were full and complete
23 and true to the best of your knowledge.
24 **A. Okay.**

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1 Q. And you signed that; is that correct?
2 **A. Yes, ma'am.**
3 Q. In addition to what we have added today, and
4 talked about today, is there anything else that you would
5 like to add to the interrogatory answers to make them
6 full and complete and true answers?
7 **A. No, not to my knowledge, no. Unless you pinpoint**
8 **something or would like to reask me, no, as far as I**
9 **know.**
10 Q. We are done with that for now.
11 Are you under the care of a doctor or other
12 healthcare professional at this time?
13 **A. Anything specific or --**
14 Q. Anything.
15 **A. Yes. I have a family physician. I'm getting**
16 **ready to, through him, with a referral, I have to have an**
17 **MRI done, and then I have an appointment the end of June**
18 **to see, I think it is called a neurological surgeon.**
19 Q. What is your family doctor's name?
20 **A. Goodman.**
21 Q. What is the first name?
22 **A. Ronald.**
23 Q. Where does he practice?
24 **A. As far as I know, he has two locations. It is**

12 (Pages 42 to 45)

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1 called Total Care Physicians. Because there were several
2 doctors in each. One is located -- forgive me for not
3 knowing the exact address. I just drive there. I can't
4 remember the number on the building. Philadelphia Pike.
5 And then there is another one, Ogletown. It is right
6 near the Christiana Hospital, across from there.
7 Q. And the MRI is for what?
8 A. It is going to be done for my back. No one
9 informed me, I was younger when they happened, that as
10 you get older everything is going to get worse and hurt
11 you more. So here I am.
12 Q. And the appointment at the end of June, is that
13 also for your back?
14 A. The MRI is going to -- I forget. I just found
15 out the appointment yesterday. My mother actually has it
16 written down. So forgive me for that. But the
17 appointment with Dr. Sugarman is on the 21st.
18 I have a lot of things dated in my cell
19 phone, which broke and I had to send back to Texas the
20 other day.
21 Q. Dr. Sugarman is a neurological --
22 A. Yes.
23 Q. What is his or her first name?
24 A. I do not know.

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1 Q. What group does -- is it a he or she?
2 A. It is a he. I do not know the group. Like
3 Goodman is with Total Care. I cannot recall.
4 Q. The back condition, what is that called exactly?
5 A. When I was -- well, let me see. When I was a
6 child I had scoliosis really bad. I would have been
7 hunch back by 17. I would have crushed all my organs.
8 So I had to have a spinal fusion done. I have a
9 Harrington rod, it is either stainless steel or titanium,
10 screwed to my entire spine, from neck to lower buttocks,
11 which is fine and healthy.
12 But then when the car accidents, the first
13 car hit, I was a passenger, hit a telephone pole. But I
14 always wore my seat belt. I even had a little seat belt
15 scar. You can't find it now. I can. I could. That
16 gave me a herniated disk and a bulging disk. I was stuck
17 bent over.
18 And then in '98, the kids hit me, and now my
19 neck, I have four messed up disks in my neck. I'm going
20 to see Sugarman and try to deal with my lower back first
21 because of the pain that shoots down my leg and so forth.
22 I'm not done yet. So trying to get it fixed
23 to keep on ticking, keep on going, keep on working. I'm
24 doing what I got to do.

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1 Q. So has this been a constant problem since the
2 first car accident?
3 A. No. I mean, there is days I'm in pain, such as I
4 think everybody in life.
5 But has it stopped me? No. I still used to
6 go to the gym 5:00 o'clock in the morning. I would go
7 back 8:00 to 10:00 at night, 9:00 to 10:00 at night,
8 whenever they closed.
9 Those were actually CitiSteel days. I would
10 go five -- I didn't have to be at work until 6:30. My
11 gym opened at 5:00 a.m.
12 The pain sometimes, it may slow you down,
13 but actually I feel a lot of people won't try it, but if
14 you are in pain, if you work it more, it actually helps
15 the pain a little bit.
16 Q. So you've had pain, though, throughout that time?
17 A. Sure. Sure. Like just yesterday -- my neck
18 hasn't bothered me in weeks, months. Just yesterday
19 morning, my neck, I can hardly turn it. All day
20 yesterday, you know. This morning, woke up, pain is
21 still there. I'm in pain now as we speak. But tomorrow
22 it may go away. And then, you know. But life goes on.
23 Q. And that's from the second car accident, 1998?
24 A. Yes.

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1 Q. What other doctors do you currently see?
2 A. Oh, well. I have a gastro -- please forgive me
3 on my pronunciation of things -- gastroenterology doctor.
4 Q. What is his or her name?
5 A. The main doctor is Dr. Beswick.
6 Q. How do you spell that?
7 A. B-E-S-W-I-C-K.
8 Q. First name?
9 A. May I ask you a question?
10 Q. Sure.
11 A. Do I have to answer these, in my personal
12 doctor-related issues actually?
13 Q. Yes.
14 A. May I ask why? How is it relevant?
15 MS. DIBIANCA: Do you want to say something?
16 MS. BREWINGTON: Can we perhaps go under
17 seal for certain questions? Is that something we can do?
18 MS. DIBIANCA: Like a confidentiality order?
19 MS. BREWINGTON: Maybe. Because there are
20 some things that I don't think she is going to feel
21 comfortable discussing, and I understand that -- it is
22 just a sticky issue. Is it possible we can maybe go
23 under seal for some of these questions pertaining to her
24 medical condition?

13 (Pages 46 to 49)

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1 THE WITNESS: In other words --
2 MS. DIBIANCA: Do you want to go off the
3 record for a minute.
4 (Discussion off the record.)
5 (Recess taken.)
6 MS. DIBIANCA: We will go back on the
7 record.
8 BY MS. DIBIANCA:
9 Q. So the gastroenterology, maybe, Dr. Beswick?
10 **A. Yes, that's a man. Dr. Beswick. He is the head**
11 **man.**
12 Q. Do you know what the group is called?
13 **A. Gastroenterology Associates. I have their phone**
14 **number and kind of their address. They are at the**
15 **Medical Arts Pavilion I. Would you like their phone**
16 **number? Am I volunteering too much?**
17 Q. I don't need it anyway.
18 **A. Stop me.**
19 Q. When was your last appointment with that group?
20 **A. March, beginning of March maybe.**
21 Q. March of this year?
22 **A. Yes.**
23 Q. When is your next appointment with them?
24 **A. Well, Dr. Beswick, he is the main doctor. But it**

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1 **is Mrs., Dr. Stacey Mandichak is the one I usually meet**
2 **with. Beswick I met with a couple times. But, you know,**
3 **and she reports to Beswick. He is the thing.**
4 Q. Do you know how to spell her last name?
5 **A. Now she got married. But I know how --**
6 **Mandichak. M-A-N-I-C-H-E-K.**
7 Q. And what do you see them for?
8 **A. Blood disorder.**
9 Q. What other doctors?
10 **A. None.**
11 Q. Since 2001 what other doctors have you seen?
12 **A. A therapist.**
13 Q. Why don't we get to that later. Any other
14 physical doctors?
15 **A. Physical meaning --**
16 Q. Like non-mental health.
17 **A. No, not that I can...**
18 Q. Any person that would be a specialist for your
19 neck injury or your back injury?
20 **A. Oh, there was a Sharp.**
21 Q. S-H-A-R-P?
22 **A. Yes. He moved his office. I ended up -- I**
23 **called Goodman. I went back to Goodman. Now I'm getting**
24 **ready to go see Sugarman because of the disk.**

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1 **But as far as I can remember -- honestly,**
2 **you can look that up. I think I signed a release. You**
3 **can look up anything you want. I really can't remember.**
4 **But if I have been to any other doctors other than**
5 **because of CitiSteel, no, I don't remember. I'm pretty**
6 **sure not. But don't hold me to that.**
7 Q. Well, I'll just ask you if you remember anyone
8 else could you just let us know that?
9 **A. Yes, ma'am, I will.**
10 Q. And then what medications are you currently
11 taking?
12 **A. As of now because of my back or --**
13 Q. For anything.
14 **A. For anything. Actually just like Aleve.**
15 Q. Prescriptions?
16 **A. It is called Endocet, E-N -- but I don't take**
17 **them like I'm supposed to. I may take a half once in**
18 **awhile. E-N-D-O-C-E-T.**
19 Q. What is that medicine for?
20 **A. Pain. I'm scared of being addicted to anything,**
21 **like even as far as Tylenol PMs, I won't even take them**
22 **two nights in a row.**
23 Q. Who prescribed the Endocet?
24 **A. Dr. Goodman, until, you know, just in case I need**

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1 **them or in case my pain gets too bad. Sometimes I have**
2 **to hold on, when I'm getting a shower to get ready for**
3 **work, so -- but if I take a half one it is like it blocks**
4 **my pain for days at a time.**
5 **So, but until I get to Sugarman and he sees**
6 **what he is going to -- how he is going to help me, for**
7 **now Dr. Goodman gave me them.**
8 Q. So it is for your back pain?
9 **A. Basically, yes. But I don't take them like I'm**
10 **supposed to. I just live in the pain.**
11 Q. When were they prescribed first initially?
12 **A. One time, I think he gave me a prescription last**
13 **year, and then a couple months ago I think he gave me a**
14 **prescription.**
15 Q. Any other medications you are currently on?
16 **A. No. I take Tylenol P.M. once in awhile.**
17 Q. What about, are you currently under the care of a
18 mental health professional?
19 **A. No. I think everybody in the world should be,**
20 **but no. Just kidding.**
21 Q. Have you ever seen a mental health professional?
22 **A. Well, you told me not to talk about that. But a**
23 **therapist.**
24 Q. Oh, yes. I'm sorry. Now I just wanted to kind

14 (Pages 50 to 53)

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1 of go in order. That's all. I'm sorry. Yes, right now
2 we are back to mental health then or starting mental
3 health officially.
4 **A. Okay. Don't you drive me crazy.**
5 Q. So have you ever seen a mental health
6 professional?
7 **A. Yes.**
8 Q. Who was that?
9 **A. Cindy Wright.**
10 Q. When was the last time you saw her?
11 **A. I actually have all the receipts from my thing**
12 **when I was going there. I think it may have been soon**
13 **after my Cobra. Maybe 2004. Don't hold me to that. We**
14 **can easily find out the exact date so I can answer you**
15 **properly, more accurately.**
16 Q. You say you have the receipts for her office
17 visits?
18 **A. Yes.**
19 Q. Have those been produced?
20 **A. I think.**
21 Q. I'll just put an official document request on the
22 record for any records that you have relating to medical
23 treatment, including, but not limited to, receipts that
24 indicate treatment dates.

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1 When did you first start seeing -- is she a
2 doctor, Cindy Wright?
3 **A. I don't think she is a psychiatrist. I think she**
4 **is the next thing.**
5 Q. Like maybe a therapist?
6 **A. Yes, yes.**
7 Q. Do you know when you started to see her first?
8 **A. No. But I think that's all in the records.**
9 Q. Do you know why you started to seek treatment
10 with her?
11 **A. Yes, because I was depressed. Yes, because I was**
12 **depressed.**
13 Q. Okay. What kind of problems were you
14 experiencing?
15 **A. Crying. I'm not going to -- better watch my**
16 **mouth. Pissed off. Upset. Amazed. Paranoid.**
17 Q. Did you experience any kind of improvements when
18 you saw her?
19 **A. She was a big help. Yes. Got me out of the**
20 **house more. You know, got me trying to get back to my**
21 **normal routines except for, you know, not being able to**
22 **go to work because I didn't have a job to go to. But**
23 **sure.**
24 Q. Anybody else? Any other mental health

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1 professionals that you have seen?
2 **A. No.**
3 Q. What high school did you attend?
4 **A. Mt. Pleasant. And it was hard to sit there in a**
5 **body brace after my operation, I was in a body cast for a**
6 **year, and then I was in body braces, and things, you**
7 **know, just got difficult.**
8 **So I ended up going back to Wilmington High**
9 **School through the James Groves program, and I continued**
10 **to go for two years because I wanted full, my full**
11 **credits. I wanted a diploma, not just a GED.**
12 Q. When did you leave Mt. Pleasant, the year?
13 **A. I cannot remember.**
14 Q. Okay. Did you get your diploma?
15 **A. I graduated in '93. I had to take a semester**
16 **off. I had a medical issue at that time.**
17 Q. This was at Wilmington?
18 **A. Yes.**
19 Q. Do you think between the time you left Mt.
20 Pleasant and the time you graduated at Wilmington would
21 that have been three years? Five years? Any idea?
22 **A. I don't know. But you are more than welcome to**
23 **look that up as well.**
24 Q. Would it have been less than ten years?

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1 **A. Yes.**
2 Q. Less than five years?
3 **A. Around that, maybe.**
4 Q. That's fine. Then did you go to college after
5 that?
6 **A. I took courses. I actually started to take a**
7 **psychology course, and I took accounting clerk course.**
8 **It was actually a training program at Delaware Tech which**
9 **I completed.**
10 **I also started to take a computer repair**
11 **course. I forget the name of the school. It was on**
12 **Route 40 in lower Delaware. I think that would be**
13 **considered lower Delaware.**
14 **I love going to school, love learning.**
15 **Always trying to stick my nose in something.**
16 Q. So the psychology and the computer repair course,
17 those you didn't finish; is that right?
18 **A. No, no, I did not.**
19 Q. And then the Delaware Tech training program you
20 did finish?
21 **A. Yes, ma'am.**
22 Q. And when was that? When did you finish?
23 **A. '96.**
24 Q. What was that program called? Was there a name?

15 (Pages 54 to 57)

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1 **A. It was '96, because I -- yes, '96. Automated**
2 **accounting, that was the name of the class.**
3 Q. Was there some kind of certificate provided?
4 **A. Yes, ma'am.**
5 Q. How long did the course last?
6 **A. It was a three-month program.**
7 Q. Any other kind of education after high school?
8 **A. Other than that, not to my knowledge. No.**
9 Q. Any kind of --
10 **A. I was getting ready, on the side, I wanted to do**
11 **-- I think a variety is good in life, and for some reason**
12 **I was always interested, even though you can't understand**
13 **doctor's handwritings too well, I wanted to do medical**
14 **transcription. And I was going to do that through Dawn**
15 **Institute, actually, and I was preparing to go there at**
16 **night after I would leave work at CitiSteel, and I was**
17 **going to do the night class and/or slash weekend,**
18 **whatever we ended up coming up with.**
19 **We didn't make it that far. I ended up**
20 **putting everything on hold after that happened with**
21 **CitiSteel.**
22 Q. And the Dawn Training --
23 **A. Please forgive me. Excuse me.**
24 Q. That's okay. The Dawn Training program, that was

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1 after you left CitiSteel. Do you know how long after?
2 **A. No. I was getting ready to start that while I**
3 **was still working there. But when they let me go, and I**
4 **was sitting around crying, I thought about nothing. I**
5 **was mad and angry and steadily crying like it was the end**
6 **of my world. So that was out the window.**
7 Q. Did you get accepted into the program?
8 **A. Yes. Everything was fine. Everything was --**
9 **yes. You can contact them as well.**
10 **Forgive me for saying that, but if I can't**
11 **remember, I figured, you know, you can find out anything**
12 **you need or want to.**
13 Q. But you were formally accepted into the program?
14 **A. Yes.**
15 Q. And had you paid any money for that?
16 **A. No. I forget how that was actually going to**
17 **work. Again, you can contact them. There is a financial**
18 **young lady there, if she is still there, by the name of**
19 **Stephanie.**
20 MS. DIBIANCA: Do you want to take a break?
21 MS. BREWINGTON: That's fine.
22 (Recess taken.)
23 BY MS. DIBIANCA:
24 Q. Dawn Training Centre was where we left off. I'll

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1 mark this as Snyder 2.
2 (Snyder Deposition Exhibit 2 was marked for
3 identification.)
4 Q. Have you had a chance to review this?
5 **A. Yes. May I say something? I actually started**
6 **speaking with them, my original register with them was**
7 **the, either the end of 2002 or the very beginning of**
8 **2003.**
9 **And it may have been then, as far as the up**
10 **in the air of what course I was going to take, so that's**
11 **not listed on here. This just tells when eventually my**
12 **class was going to start.**
13 Q. So you started the registration process --
14 **A. Before, while I was still at CitiSteel, yes.**
15 **What this tells you here is when the class was**
16 **originally, actually, this class here that I ended up**
17 **choosing was going to begin.**
18 **But if you call them and ask them to fax or**
19 **so forth, whatnot, by your choice, my original**
20 **registration meeting with them, so forth, it all was**
21 **actually originally supposed to begin in 2003.**
22 **After collecting myself for awhile, I'm**
23 **thinking I could still do this. By this time I ended up**
24 **changing my mind. But my original start date, my**

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1 **original register with them, application, so forth, was**
2 **not in 2004. It was the end of 2002 or the beginning of**
3 **2003.**
4 Q. End of 2002?
5 **A. Or the beginning of 2003. They should have all**
6 **that listed in their file. I don't know how long they**
7 **keep their files.**
8 Q. Do you have any other documents from them?
9 **A. No. No.**
10 Q. So you actually applied one year and eight months
11 before you -- no -- two years and eight months before you
12 started?
13 **A. I wasn't exactly sure -- see, sometimes, I didn't**
14 **just --**
15 Q. I'm going to ask: When did you first apply to
16 Dawn Training Centre?
17 **A. I do not remember the date.**
18 Q. Was it 2002? 2003?
19 **A. The end of 2002 or the beginning of 2003.**
20 Q. What happened for that --
21 **A. I was supposed to start that year. And I had to**
22 **put it on hold, collect myself, get myself together**
23 **dealing with CitiSteel.**
24 **Now I'm thinking I'm going to go back and go**

16 (Pages 58 to 61)

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1 ahead and go through this with this. Which that's --
2 this is actually the second date. This is not the
3 original start date of what this class was supposed to
4 be, because that's why I picked at night.
5 Granted, if I may have to stay after work or
6 if I'm willing to stay after work, my hours at CitiSteel
7 was to get off at 2:30. I'm thinking I could go home,
8 still maybe go to the gym, get a shower, eat dinner, go
9 to school. That's why I chose 5:30 at night.
10 This is not the original start date of which
11 I was supposed to begin that course.
12 Q. So you originally intended to go --
13 A. While I was at work.
14 Q. I got to finish my question. I'm sorry.
15 A. That's okay. Because you just interrupted me a
16 minute ago, but I forgave you, so please forgive me.
17 Q. You originally intended to attend the classes at
18 Dawn Training Centre as a night course, while you were
19 still employed at CitiSteel?
20 A. Yes, ma'am.
21 Q. And then when did you officially decline to go?
22 A. You mean to put it on hold? I cannot remember.
23 I assume they would have -- maybe they kept record of it,
24 all the dates.

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1 Q. Would it have been before the semester started?
2 A. I'm sorry, I'm not following you. That I put it
3 on hold?
4 Q. Yes.
5 A. Well, after that happened with CitiSteel I
6 couldn't mentally function. I was upset. Besides going
7 to the Department of Labor and, you know, I would go --
8 which I have copies of the faxes and start to try to look
9 for a job. But I basically locked myself in the house
10 for two, three weeks after that happened with CitiSteel.
11 Q. After what happened are we talking about? Are we
12 talking about a specific incident?
13 A. Them escorting me off the grounds, after giving
14 me the benefit of the doubt of what Mr. Harris did. I
15 put it on hold. There was no way I could concentrate.
16 Q. So that would have been after April 9th, around?
17 A. 10th. You know, I had to explain to them, I was
18 not mentally ready to bring something like that on.
19 Q. Let me just make sure I have the dates right.
20 A. Yes.
21 Q. Sometime late 2002/early 2003 you first applied
22 to Dawn Training Centre?
23 A. One time I went there in my work clothes, my
24 steel-toe boots, fire uniform, yes.

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1 Q. Did you send in an official application?
2 A. I -- like I said, they should have everything on
3 file. Everything was -- I didn't send in. I met with
4 the owner of that school. Her name is Fran. So, I don't
5 know. Please feel free to call them.
6 Q. We will. But you are here today. What we need
7 to do is get as much information as we can.
8 A. I cannot remember.
9 Q. Okay. Did you submit any kind of application?
10 A. I filled out stuff for them, yes.
11 Q. And that would have been late 2002/early 2003?
12 A. Yes, ma'am.
13 Q. I don't know Dawn Training Centre. So is it you
14 have to apply and they have to accept you or you just
15 have to register? Is there some kind of application
16 process?
17 A. I think it is a little of everything, if I'm not
18 mistaken. Again, I did not know all their regulations
19 and their proceedings.
20 Q. Did you get a notice that you had been accepted,
21 for example?
22 A. Yes. I was going to start. I was supposed to
23 begin.
24 Q. And the classes were scheduled to begin when?

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1 A. I do not recall. In 2003. I think that course
2 may have been eight months long, if I'm not mistaken. I
3 do not recall the information on that course.
4 Q. Was that the same kind of course, the medical --
5 A. Yes.
6 Q. -- medical transcriptionist?
7 A. Yes. There may have been another course I had
8 been interested in. That's why then at this point I
9 couldn't. I'm pretty sure it was still the medical
10 transcription.
11 Q. And you intended to take that class at night
12 also, so that you could have worked at CitiSteel during
13 the day and gone to that at night; is that right?
14 A. That's what my intentions were, yes.
15 Q. And then you put it on hold, decided not to
16 attend?
17 A. Exactly.
18 Q. And then you put it on hold again after you got
19 terminated on 4/10?
20 A. No. I didn't put it on hold until after they
21 terminated me.
22 Q. But the class was ongoing at night. You said you
23 were going to work at CitiSteel --
24 A. I was going to work and go at night. And that's

17 (Pages 62 to 65)

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1 **when I had to stop it. I couldn't do it at that time. I**
2 **didn't want to start something new when I was crying and**
3 **sitting around paranoid because --**
4 Q. Was the class -- go ahead, please.
5 **A. You go ahead, please.**
6 Q. No, I don't want to interrupt you. I'm sorry.
7 **A. Well, I already told you, I canceled it. Had to**
8 **stop it. I was upset when they escorted me off the**
9 **grounds. There was no way I could start a whole new**
10 **thing in my life such as taking a course when I just got**
11 **terminated after being sexually harassed and they escort**
12 **me off their grounds.**
13 **I did nothing wrong. I was fiercely upset.**
14 **So I did not want anything new in my life such as taking**
15 **a class.**
16 **And besides that, the main thing as far as**
17 **priorities go, would be seeking employment before taking**
18 **a new course. So, yes, after CitiSteel escorted me off**
19 **the grounds, I stopped the course.**
20 Q. So it is safe to say, then, that the course was
21 not scheduled to start until after 4/10/03?
22 **A. There was -- no. No, there was a course to start**
23 **that year. In 2003. Not 2004.**
24 Q. Right. So that's what I'm trying to nail down is

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1 the time that the class was supposed to start.
2 **A. I do not know.**
3 Q. But it would have had to have been after April
4 10th?
5 **A. April 10th, 2004, yes, ma'am.**
6 Q. That's exactly all I'm looking for.
7 **A. I thought I answered that, but I guess not.**
8 Q. Okay. When did you first contact legal counsel?
9 **A. A couple weeks or maybe a week. I'm not exactly**
10 **sure. It is all documented. I can't remember**
11 **everything. I was upset at that time so I cannot**
12 **remember the exact date and time.**
13 Q. Let me ask you, who is the first legal counsel
14 that you did contact?
15 **A. Neuberger, Thomas Neuberger.**
16 Q. What is the time frame of contacting Mr.
17 Neuberger's office? For example, were you involved with
18 the EEOC charge or were you at the complaint stage?
19 **A. I did the EEOC on the 9th, the day before they**
20 **escorted me off. I did unemployment. I went to the**
21 **Department of Labor the day after they escorted me off.**
22 **So the 9th was EEOC. 10th they got rid of me. The 11th**
23 **I went to the Department of Labor. Neuberger was after**
24 **that. The exact date and time, I...**

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1 Q. I'm not looking for an exact date and time at
2 all?
3 **A. Very good.**
4 Q. I'm just trying to get a sequence of events.
5 **A. I understand.**
6 Q. So you would have said Neuberger would have been
7 within maybe a month?
8 **A. Oh, definitely.**
9 Q. Maybe even as little as a week?
10 **A. Could be. Please look it up.**
11 Q. Well, I can't look it up. I don't have the
12 answers. That's why I need to have you deposed.
13 **A. Well, I can't remember, so I'll have to maybe do**
14 **some studying so I can answer these properly the next**
15 **time I'm being recorded, so I can recall.**
16 **Because all I did was cry and sit around and**
17 **call people mean names for being so disgustingly rude to**
18 **me. To myself I called them that.**
19 Q. So Neuberger would have been less than a month
20 then after April 10th?
21 **A. Mm-hmm.**
22 Q. Is that a yes?
23 **A. Yes.**
24 Q. Obviously, he is not representing you today.

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1 When did his representation of you end?
2 **A. Excuse me. Eight months later.**
3 Q. Why did it end?
4 **A. Because I didn't --**
5 MS. BREWINGTON: I object.
6 MS. DIBIANCA: Go ahead.
7 MS. BREWINGTON: I don't know if she should
8 be answering that question. Attorney-client privilege.
9 MS. DIBIANCA: Well, I would say no
10 attorney-client privilege. I'm not asking what they
11 discussed.
12 MS. BREWINGTON: Well, I want to make sure
13 she doesn't discuss anything that they have discussed.
14 MS. DIBIANCA: Do you want to instruct her
15 to that?
16 MS. BREWINGTON: I instruct you not to
17 discuss anything that you discussed with your former
18 attorney.
19 THE WITNESS: Okay. Am I allowed to answer
20 why he is not my attorney?
21 MS. BREWINGTON: If it is something that you
22 discussed with your attorney, you cannot answer that
23 question. Attorney-client privilege.
24 THE WITNESS: I guess I can't answer that.

18 (Pages 66 to 69)

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1 BY MS. DIBIANCA:
2 Q. Who ended it? Did Mr. Neuberger?
3 **A. I did.**
4 Q. You did. Okay. So then if it was your decision
5 I'm going to say that was safe to assume that it was not
6 something that he discussed with you, that you discussed
7 with him. So if you made the decision what was the
8 decision based on?
9 **A. I don't -- him and I discussed it, and you are**
10 **telling me not to repeat anything that him and I**
11 **discussed.**
12 MS. BREWINGTON: Exactly.
13 **A. Then I guess I'm unable to answer that question**
14 **for you, ma'am.**
15 Q. Well --
16 **A. You are asking me why I got rid of him.**
17 Q. I am.
18 **A. And him and I discussed why I was getting rid of**
19 **him, and she told me not to answer anything that was**
20 **discussed in private with that attorney. So since we did**
21 **talk about it, am I correct by saying I should not answer**
22 **that question?**
23 MS. BREWINGTON: You should not answer that
24 question.

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1 **A. Okay. Then, I won't.**
2 Q. I'm not going to waste our time. Hold us up
3 anymore.
4 Then who was your next counsel? Eight
5 months would have been December, if I'm counting right.
6 **A. Give or take. Again, it is documented. It was**
7 **not an entire year. So...**
8 Q. Who was the next counsel?
9 **A. Myself. That's when I contacted the federal**
10 **court.**
11 Q. Was there another lawyer before Miss Brewington's
12 representation of you?
13 **A. No, no, ma'am.**
14 Q. Then if you can look on the complaint, which is
15 Exhibit 1 --
16 **A. Do I have that?**
17 MS. BREWINGTON: It is part of this.
18 **A. Is it the same booklet?**
19 Q. Yes. Number 1, the sticker at the bottom should
20 say Snyder 1.
21 **A. Yes, ma'am.**
22 Q. I believe it referred to Mr. Aber --
23 **A. Oh --**
24 Q. -- in this document.

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1 **A. Forgive me. I spoke with him.**
2 Q. Okay. Did he represent you?
3 **A. No. I didn't go back to see him. I didn't go**
4 **back to see him.**
5 Q. And then --
6 **A. Forgive me for that. I spoke to him over the**
7 **phone, and I met with him once. That was it.**
8 Q. And you declined to hire him?
9 **A. Exactly.**
10 Q. And then when did Miss Brewington's office become
11 involved?
12 **A. I can't remember the date. I cannot recall at**
13 **this time.**
14 Q. Would it have been less than a year after Mr.
15 Neuberger and you ended your relationship?
16 **A. I'm not sure.**
17 Q. Have you spoken with any other attorneys about
18 this case other than Mr. Neuberger's office and Mr.
19 Aber's office and, of course, your current counsel?
20 **A. No, ma'am.**
21 Q. How did you come to pick Margolis Edelstein as a
22 firm?
23 **A. Actually they called me. A lawyer referral, I**
24 **did.**

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1 Q. Okay. I'm going to jump to your employment with
2 CitiSteel now.
3 When did you first -- actually, you said
4 that I was supposed to look at some records for
5 Neuberger. You said look it up. Those documents have
6 been submitted already? Produced already?
7 MS. BREWINGTON: Objection, vague.
8 MS. DIBIANCA: I can go back and have her
9 pull it if you want.
10 MS. BREWINGTON: I don't think she knows
11 what you are talking about.
12 MS. DIBIANCA: That's fine. Can you look
13 for me, the deponent said something about I should look
14 it up, I can look it up. I want to make sure.
15 THE WITNESS: If you are allowed.
16 You mean of the dates he was my lawyer?
17 MS. DIBIANCA: You said on the record that
18 I, meaning me, myself, should look it up, referring to
19 Mr. Neuberger --
20 MS. BREWINGTON: Can you actually read the
21 context of the conversation.
22 THE WITNESS: The dates, not why I got rid
23 of him, the dates.
24 (Ms. DiBianca reviewing reporter's computer

19 (Pages 70 to 73)

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1 screen.)
2 MS. BREWINGTON: Can you read it instead? I
3 want to understand what you are talking about here.
4 (The record was read:
5 Q. I'm not looking for an exact date and
6 time at all.
7 **A. Very good.**
8 Q. I'm just trying to get a sequence of
9 events.
10 **A. I understand.**
11 Q. So you would have said Neuberger would
12 have been within maybe a month?
13 **A. Oh, definitely.**
14 Q. Maybe even as little as a week?
15 **A. Could be. Please look it up.)**
16 **BY MS. DIBIANCA:**
17 Q. So are there documents that have not been
18 produced relating to that? Your words "please look it
19 up" indicates to me --
20 **A. You can look up the date when I first contacted**
21 **Neuberger.**
22 Q. Where would I look that up?
23 **A. I guess I could look it up in my file when I get**
24 **home.**

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1 Q. That's what I'm asking. Are there other things
2 that haven't been produced at this point?
3 **A. I hand over anything that is requested of me,**
4 **whatever I have in my possession. So whether I have**
5 **already submitted it, I don't know if Katherine made**
6 **copies. I do not know.**
7 Q. Okay. So if there are additional documents that
8 you think you have, certainly not as to the nature of
9 your representation with Mr. Neuberger, but any
10 additional documents relating to this case, they have to
11 be produced. So if you go home and you think there is
12 something that you haven't either turned over, then I'm
13 going to ask that you do that to your counsel and then
14 she will make sure that they get to me.
15 **A. Yes.**
16 Q. I'll do Snyder 3.
17 (Snyder Deposition Exhibit 3 was marked for
18 identification.)
19 **A. What is this? What is this?**
20 Q. I'll submit to you that this was produced by what
21 is called a FOIA request, where the EEOC turns over their
22 file regarding their investigation and this, I believe,
23 my understanding is a telephone call that someone at the
24 EEOC received from you on March 1st, 2004.

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1 **A. Who is T/C?**
2 Q. That indicates telephone call.
3 **A. From Carmella Patrone.**
4 Q. No. CP means charging party. That's just short
5 for charging party, which you would have been at the
6 time. You would have been charging party and CitiSteel
7 would have been respondent. This is the legal
8 terminology for --
9 **A. I'm not following you. This is a telephone call**
10 **that was recorded? I made a telephone call?**
11 Q. I believe that that is correct, that the person
12 at the EEOC received a telephone call from charging
13 party, which would have been you, in the --
14 **A. Why would I ask, "Did you come do inventory yet?"**
15 **Why would I ask EEOC that?**
16 Q. I believe it means investigation. Did you --
17 **A. Oh, investigate yet, okay, correct. Thanks for**
18 **helping me understand. I'm sorry, I don't understand.**
19 Q. If you have never seen it before it is not
20 obvious, certainly.
21 **A. Okay.**
22 Q. Now, the second paragraph that says, "My lawyer
23 knows my dad has indicates money - wants to hire his
24 shrink (wants \$20,000 up front!) --

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1 **A. His shrink?**
2 MS. BREWINGTON: I'm going to object on the
3 record and instruct her not to discuss any conversations
4 that she had with her attorney.
5 MS. DIBIANCA: Okay. Well, third parties
6 being told about it breaks privilege.
7 MS. BREWINGTON: That's fine. But I'm
8 asking her not to discuss anything she discussed with her
9 attorney.
10 MS. DIBIANCA: Except for what is not
11 privileged, which privilege has been broken when the
12 matter is discussed outside the attorney/client
13 relationship.
14 MS. BREWINGTON: Well, I'm not sure what we
15 are about to discuss. But I'm asking her not to discuss
16 -- let me put it on the record -- anything that she has
17 discussed with her attorney that she has not discussed
18 with anyone else.
19 MS. DIBIANCA: That's fine. Yes, that's
20 fine.
21 **BY MS. DIBIANCA:**
22 Q. Do you understand that to mean that once it has
23 been discussed, in other words, if you discussed your
24 appointment that you took, you know, a dog to a groomer

20 (Pages 74 to 77)

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1 with your attorney, that would not be attorney/client
2 privileged if you turn around and talk to the groomer
3 about that appointment.
4 **A. Okay.**
5 Q. So if it is solely limited to you and your
6 attorney, then that is privileged information. You are
7 not going to discuss that.
8 **A. Okay.**
9 Q. If I seem to be asking about it, I'm not asking
10 about it. But anything that you discussed with someone
11 other than your attorney is not privileged. Does that
12 make sense?
13 **A. Yes.**
14 MS. DIBIANCA: Lori, does that sound correct
15 to you?
16 MS. BREWINGTON: That's fair. So anything
17 you discussed with others, other than your attorney, you
18 can certainly discuss if she has asked you about that.
19 BY MS. DIBIANCA:
20 Q. That's the only extent I'm going to be asking.
21 So this indicates that you had a discussion
22 with someone from the EEOC?
23 MS. BREWINGTON: Actually I'm going to
24 object to that. That doesn't indicate that. Where does

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1 it say that?
2 THE WITNESS: It says something about a
3 shrink. I never talked about no shrink with anybody.
4 MS. BREWINGTON: It doesn't say anything
5 from the EEOC. There is no authentication in terms of
6 who wrote it.
7 THE WITNESS: It is handwritten.
8 MS. BREWINGTON: I don't know whether she
9 had this discussion with an EEOC person or not.
10 THE WITNESS: I have never even probably
11 said the word shrink throughout these, all these years.
12 MS. BREWINGTON: That's my concern.
13 THE WITNESS: I don't know who got this from
14 where. I don't know.
15 MS. DIBIANCA: Well, I'll submit to you that
16 this is from the EEOC. It came with a letter, that I can
17 certainly produce to you, as part of the FOIA request.
18 I'll also tell you that, and I can pull this
19 document as well, that the file from Mr. Neuberger was
20 produced to us as well, from Mr. LaRosa. Do you want me
21 to pull that?
22 MS. BREWINGTON: Are you asking me?
23 MS. DIBIANCA: Yes.
24 MS. BREWINGTON: What I want is for my

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1 client to be aware she is not to discuss anything that
2 happened between her and her attorney. Your
3 representation that this matter occurred, I don't know
4 whether -- she doesn't seem to know anything about this
5 document and this conversation with an EEOC rep and
6 that's my concern. I know you say that the privilege is
7 broken if she has discussed it, but she is saying she
8 never discussed this with anyone.
9 BY MS. DIBIANCA:
10 Q. Is that what you are stating?
11 MS. BREWINGTON: Well, I don't know.
12 **A. What? I'm sorry?**
13 Q. Are you stating that you have never had a
14 discussion with an EEOC representative relating to this
15 information? Is that what you are stating on the record?
16 **A. I do not recall. I'm not saying no. But it is**
17 **fabricated. It is not true. Maybe you can cut some of**
18 **this stuff out because I have no clue what they are**
19 **talking about. Wants us to hire his shrink. This makes**
20 **no sense to me.**
21 Q. Okay. So let me ask you --
22 **A. I don't know what you are talking about.**
23 Q. Let me ask just a very clear, short question.
24 Have you ever discussed with any representative from the

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1 EEOC any matter relating to a request from your lawyer to
2 hire a shrink or a psychiatrist and to pay \$20,000 up
3 front?
4 **A. I'm not allowed to answer.**
5 MS. BREWINGTON: Can I object in terms of a
6 compound question. But she can certainly answer that.
7 THE WITNESS: Are you telling me to answer
8 it? No.
9 MS. BREWINGTON: I'm objecting in terms of
10 the compound question. But you can answer that question.
11 THE WITNESS: In other words, what?
12 MS. BREWINGTON: Do you understand the
13 question? Do you want her to repeat it?
14 THE WITNESS: Yes. Do you want me to answer
15 it? I will if you tell me to.
16 BY MS. DIBIANCA:
17 Q. I can rephrase. Have you ever discussed with any
18 representative from the EEOC, ever had a conversation
19 with any representative from the EEOC that your lawyer
20 wants you to hire his shrink and to pay \$20,000 up front?
21 **A. No. Am I allowed to answer this?**
22 MS. BREWINGTON: I don't know what you are--
23 THE WITNESS: Am I allowed to answer this,
24 yes or no?

21 (Pages 78 to 81)

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1 MS. BREWINGTON: I don't know what you are
2 about to say. Again, I'm concerned --
3 MS. DIBIANCA: You may not discuss with your
4 attorney during this deposition.
5 THE WITNESS: There is only one thing that's
6 true.
7 BY MS. DIBIANCA:
8 Q. On this?
9 **A. On this entire page, pointblank.**
10 Q. Tell me what that is.
11 **A. Am I allowed?**
12 Q. You are allowed to answer unless she tells you
13 not to.
14 **A. They wanted \$20,000 after they found out my**
15 **father was rich.**
16 Q. Who is "they"?
17 **A. Neuberger.**
18 Q. So nothing else on this document --
19 **A. Nothing, nothing. I have no clue what a friend**
20 **of a friend. Play and let me hear my voice. Maybe I'll**
21 **remember.**
22 **I have no clue. Nobody ever talked about**
23 **hiring, hiring somebody's shrink. None of this makes any**
24 **sense to me at all, no.**

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1 Q. Did you contact the EEOC and inquire as to
2 whether they had conducted an investigation yet?
3 **A. Yes, I did, because I knew they never came down**
4 **to CitiSteel grounds. They lied and they said they were**
5 **coming down, on the grounds. And I said, "Physically on**
6 **the grounds you are coming?" They never did.**
7 **And so I called them up, asking why, you**
8 **know, that's what part of their job is, is to protect**
9 **people like me from things like this happening. And**
10 **nobody showed up on the grounds, physically with their**
11 **body and soul, and conducted an investigation.**
12 **So, yes, I did. But, there is only one**
13 **little thing in here that is true, and that is them**
14 **wanting \$20,000 out of the blue. So I, immediately, I**
15 **felt, well, I can't trust this lawyer. I said no.**
16 **My father says, he says, "Look, I'll give --**
17 **how about if you take some time and think about it?" My**
18 **father says, "Terry will think about it for two weeks."**
19 **I was angry. I knew right then, if I can't**
20 **trust you, why would I want you.**
21 **So I already knew. And I told my father,**
22 **"If you cut them a check for \$20,000, you are wasting**
23 **your money because I'm not coming back here to see them."**
24 Q. Did you tell an EEOC representative that your

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1 lawyers were no longer fighting for you?
2 **A. At my request, maybe I did, maybe I didn't. I'm**
3 **sure I did because I told them about they wanted \$20,000.**
4 **So if I told them that I was refusing to pay them**
5 **\$20,000, because to me, that's untrustworthy, so, yes,**
6 **I'm sure I did. Because I knew that they were no longer**
7 **going to fight for me because I did not want them to.**
8 Q. Did the EEOC ever advise you that they had
9 received a position statement from CitiSteel and that
10 they would send it to you?
11 **A. I received statements, some kind of a package**
12 **like this from CitiSteel stating what people has said,**
13 **which is filled with nothing but lies, of course. And I**
14 **had to rebuttal back. If I'm using -- if I'm saying it**
15 **correctly.**
16 Q. What I'm trying to determine is whether this
17 document is, in fact, fabricated, as you claimed?
18 **A. Mm-hmm.**
19 MS. BREWINGTON: Objection,
20 mischaracterization.
21 **A. Excuse me.**
22 Q. So I'm just going --
23 **A. Swallowing my juice. Forgive me.**
24 Q. I'm just going through line by line to determine

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1 what indicates to you that this may have been fabricated.
2 **A. About a shrink. Nobody -- nobody -- my lawyer --**
3 **I don't know what anybody is talking about a shrink.**
4 **What else? The thing is true is I no longer wanted them**
5 **to fight for me because out of the blue they wanted**
6 **\$20,000. So whatever this whole thing...**
7 **"A friend of a friend is a lawyer." I have**
8 **no clue. I don't have a friend that has a friend that**
9 **has a lawyer friend. That's not true.**
10 Q. Okay. So you did not tell an EEOC representative
11 that you have friend of a friend who is a lawyer?
12 **A. No. Unless you can produce that with me saying**
13 **that, no. I do not recall that, no.**
14 Q. No, or you do not recall it?
15 **A. No.**
16 Q. When did you first start working for CitiSteel?
17 **A. It may have been August 3rd. It was a Friday.**
18 **Because I even went in the next day, which was a**
19 **Saturday, which is the day he said he was going to take**
20 **me out for a beer. He walked me out to the parking lot.**
21 **It was around 1:00 o'clock. I still actually have my**
22 **time sheets from that.**
23 Q. Did you work for them as a temp first?
24 **A. Yes, ma'am. I became an official -- never mind.**

22 (Pages 82 to 85)

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1 I'll wait for you to ask.
2 Q. Go ahead.
3 A. Would you like?
4 Q. You worked for them?
5 A. I became an official employee, I finally took
6 them up on their offer on the 17th of September, 2003.
7 Q. September 17?
8 A. Yes, ma'am.
9 Q. What was the temp company?
10 A. On the -- they are called Bernard Personnel, but
11 when you receive your paycheck it says Delaware Temporary
12 Services Or Incorporated. But if you called them or so
13 forth, two names, Delaware Temps and Bernard.
14 Q. And then so when you started August 3rd that
15 would have been through the temp agency?
16 A. Yes, ma'am.
17 Q. And then you say you finally took them up on
18 their offer. What are you referring to with regard to
19 that?
20 A. CitiSteel. CitiSteel's offer.
21 Q. Offer for what?
22 A. To become an official employee, for me to stay.
23 Q. When did they make you that offer?
24 A. Well, Mr. Harris started asking me if I would

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1 stay the second day. I did not comply. I said, "Well,
2 let's give it some time. Let me see if I can overcome my
3 fear of heights. See if I like the job, if you like my
4 work, so forth."
5 So be it. I learned to just look straight
6 ahead and not down climbing them steps. Still had the
7 fear when I had to walk the catwalk. You know, somebody
8 would usually like hold on to like my fire jacket or I
9 would hold on if somebody was walking in front of me,
10 like I would hold, they would let me hold on. Somebody
11 would stand behind me and somebody would stand in front
12 of me usually and kind of like hold on to the fire
13 jacket. But I get real nervous being up that high,
14 actually.
15 Q. Did they give you any type of official offer, job
16 offer to be permanent?
17 A. Yes, ma'am.
18 Q. Who gave you that?
19 A. Well, I informed Mr. Harris that I would accept
20 the offer, and I guess he called Mr. Downie and they
21 started the hiring process.
22 Q. What was that? What did that involve, the hiring
23 process?
24 A. I can't recall, if I had to watch a movie.

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1 Just basically interview, filling out a lot
2 of paperwork, pictures taken, badges, gear. Well, I
3 already had some gear. You have to wear a hard hat to
4 walk through. Just basically that stuff.
5 Q. So official full-time employment with CitiSteel
6 was September 17, 2001?
7 A. '1, ma'am.
8 Q. Did your job change between the time you were a
9 temp and the full-time position? Did you have any other
10 changes?
11 A. More was added to my job description.
12 Q. Can you tell me about that?
13 A. Just more to do.
14 Q. Let's start with when you started as a temp in
15 August. What was your job description then?
16 A. Well, they never showed me -- once I became an
17 official employee I cleaned out the desk and, you know, I
18 wouldn't come in here and just start cleaning out your
19 desk and throwing your stuff away because what may mean
20 nothing to me may mean a whole lot to you. So I didn't
21 touch anything basically unless I was told.
22 At first I was just informed and what I
23 would do is filing, a lot of filing, keeping binders,
24 cleaning up and reorganizing. There was no organization

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1 up there at all. Nobody could never find anything. And
2 just basically informed I would be running some reports
3 and keeping a few things in the computer for them.
4 Q. What was your job title?
5 A. Actually, legally, clerk typist. But it was more
6 like administrative assistant as well. It was
7 actually -- in my eyes it was all of the above because I
8 did more than just clerk typist.
9 Q. Who did you report to?
10 A. My two supervisors, my main supervisor was the
11 general supervisor, Randolph Harris, and my second
12 supervisor, Dennis Ford.
13 Q. General supervisor, general of what? Was that of
14 a department?
15 A. Yes.
16 Q. What department?
17 A. The furnace, actually, department.
18 Mr. Harris felt he was above Mr. Ford. Mr.
19 Ford did not feel he was above him. He felt they were
20 equal. But all I know is I tried to stay out of it. All
21 I know is they both were my supervisors.
22 Q. But you said "he" a lot. I want to make sure I'm
23 getting the right people.
24 A. Forgive me.

23 (Pages 86 to 89)

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1 Q. That's okay. If you want to restate it, you may.
2 A. Mr. Harris was the general supervisor.
3 Q. Okay.
4 A. Mr. Ford was a supervisor. They both were my
5 supervisor. Mr. Harris felt he was above Mr. Ford. Mr.
6 Ford did not agree, and he felt Mr. Harris wasn't his
7 boss. I tried to stay out of it and just did what I was
8 told.
9 Q. Officially were they equals or was one above the
10 other?
11 A. Mr. Harris seemed to feel he was above Mr. Ford.
12 Truthfully, legally and on their job titles and their
13 pays, I do not know. I know they would argue sometimes
14 because they would not agree, and when Mr. Harris wasn't
15 getting his way.
16 But I do not know legally by CitiSteel's, in
17 CitiSteel's eyes what they were. All I know is Harris
18 thought he was at the very tippy top and Ford thought
19 they were equal.
20 Q. Did anyone ever tell you that you should report
21 to one or the other? You should give preference to one
22 or the other as far as who was higher in the hierarchy?
23 A. After I yelled and I got really, really angry at
24 Mr. Harris at one point, he would not -- he was bothering

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1 me. He stood there eating cough drops for 20 minutes at
2 one point. He started -- he got scared. I'm not sure if
3 that cough drop incident was right before or right after,
4 but there was an entire month Mr. Harris wouldn't speak
5 to me. And I'm his employee. You have to speak to your
6 employee.
7 And at one point I sent an e-mail requesting
8 or letting them know I needed a day off next week. I
9 always usually let them know or request in advance.
10 Usually I never took lunch. If I did, I would go with
11 Carmella and I would ask and request in advance.
12 And I always, you know, I always did this by
13 e-mail. And at one point I received an e-mail, I think
14 it was from Harris. I tried before I -- once they
15 started following me, I knew that they were going to get
16 me out of there. That morning I started printing as many
17 e-mails as I could without them realizing that, you know,
18 showing proof that I requested when I needed a day off or
19 when I had to leave early.
20 Well, there is an e-mail of Mr. Harris -- I
21 don't know if it is Harris or Ford. I'm pretty sure it
22 is -- I'm pretty sure it is Ford, stating -- or no,
23 Harris. Please forgive me. That he is -- I'm not to
24 report to him. He didn't want me reporting to him

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1 anymore, you know.
2 Mr. Harris was a paranoid person, so, which
3 he should have been. You shouldn't be paranoid if you
4 are not doing anything wrong. So just he was trying to
5 -- he started to try to stay away. He got scared, which
6 he should have been.
7 So I did receive instructions to only start
8 reporting to one supervisor.
9 Q. When was that?
10 A. I'm going to say February. It was after Mr.
11 Harris -- when I yelled at him, he ran out of my office.
12 That was in January, when he said about coming to work
13 wearing a dress with no panties. He ended up going an
14 entire month without speaking to me. I think that was in
15 February, and I'm pretty sure I received that e-mail
16 during that month, of 2003. Forgive me.
17 Q. What made you think Harris thought he was above
18 Ford?
19 A. Well, he would say so, you know, behind closed
20 doors. Him and Mr. Ford would argue. They would have
21 their disagreements. Randolph wanted things done one
22 way, and Ford -- you know, Mr. Harris tried to make it
23 very clear he is the top dog.
24 Q. How did he do that?

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1 A. By saying, "I am the top dog."
2 Q. Did he say that in front of Mr. Ford?
3 A. I don't recall. I was always steadily busy, on
4 the move. I would have to go from one office down the
5 hall to the next. So I'm sure Mr. Ford heard him plenty
6 of times.
7 Q. Did they ever have a disagreement that you saw
8 about this?
9 A. I kept my mouth shut. I didn't get involved.
10 The most I would say, if they were doing it in the
11 hallway, you know, or if it had something to do with me,
12 I would just say, "You two sound like a married couple
13 and don't bring me into it." I did not want to be in the
14 middle of that kind of stuff.
15 Q. So you say they sound like a married couple.
16 They were like arguing?
17 A. Yes.
18 Q. Did they get along?
19 A. Sometimes they would. I mean, they would have
20 each other's back, I guess, to put it like that. But
21 then they wouldn't, if the disagreement came along.
22 They would act unfond of each other, but
23 then they would. I guess like a married couple as an
24 example kind of.

24 (Pages 90 to 93)

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1 Q. Was it work-related?
2 **A. Oh, yes.**
3 Q. Then did your job duties change when you went to
4 full-time with CitiSteel?
5 **A. See, not change change. But, I mean, because I**
6 **was still in the learning process, you know, and but I**
7 **wasn't aware in the beginning and I never -- I didn't see**
8 **the job description in the beginning.**
9 Q. Did you see it later?
10 **A. Yes, sure. Yes.**
11 Q. That was the job description for the clerk
12 typist?
13 **A. Yes. And then I started having to do quality**
14 **procedure, and I would have to revise them, and then they**
15 **would have to be pass around, get signatures from each**
16 **supervisor, come back to me.**
17 **I would have to make umpteen copies going**
18 **around to different office and putting the new revised**
19 **procedures in their binder that stays in their office.**
20 **Everybody had to have one.**
21 **Things were added, which I didn't mind, you**
22 **know.**
23 Q. I guess I should be clear. The quality
24 procedures part, was that added right after you became

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1 full-time or just later, eventually?
2 **A. Later, eventually. I kept learning as time came**
3 **about, mm-hmm, yes.**
4 Q. Between Mr. Ford and Mr. Harris, did you have
5 equal contact with them? Were they both interacting with
6 you daily? I'm just trying to figure out how it works
7 with two supervisors.
8 **A. Sure. Well, one would tell you to do something**
9 **one way and the other one would come along and tell you**
10 **to do it another way.**
11 **For me to stay out of it, I would have to**
12 **stand right outside -- one office was here and one office**
13 **was here (indicating). So I would say, "You two decide,**
14 **you two figure it out, and then you tell me." Because I**
15 **didn't want to choose sides or make one feel like, you**
16 **know, I was choosing the other or going to do something**
17 **wrong or not listening to my supervisor, in other words.**
18 **But when you have two, I think, my beliefs**
19 **is they need to agree and decide and understand before**
20 **they approach me. So...**
21 Q. Did you interact --
22 **A. Yes.**
23 Q. Did you interact with one more than the other?
24 **A. A lot it was Randolph Harris. I guess after I**

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1 **freaked out on him --**
2 Q. When was that?
3 **A. Started in January. I had enough. He backed**
4 **away. So it was like Mr. Ford was interacting with me**
5 **even more so.**
6 **Now, but please forgive me, as far as**
7 **inventory is concerned, Ford, I worked directly with**
8 **Carmella and Ford a lot on the inventory, from the get**
9 **go. Mainly more so, you know, of course than Mr. Harris.**
10 Q. Okay. And then before you went to CitiSteel
11 where did you work?
12 **A. Well, I always stayed certified as a flagger,**
13 **flagger for a construction company. Excuse me. I don't**
14 **recall.**
15 Q. The last job you had prior to CitiSteel?
16 **A. I don't recall. No.**
17 Q. How about in the previous five years before
18 CitiSteel?
19 **A. Oh, a bank.**
20 Q. Okay.
21 **A. A bank. April, I think.**
22 Q. That would have been April before you went to
23 CitiSteel?
24 **A. Yes.**

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1 Q. Do you know the name of the bank?
2 **A. No.**
3 Q. Any other places that you recall working prior to
4 CitiSteel?
5 **A. Oh, throughout my life?**
6 Q. No. Just the past maybe five years.
7 **A. Delaware Park. I worked at Delaware Park.**
8 Q. Doing what?
9 **A. I was -- the judges that judge the horse racing,**
10 **they are called the stewards. I worked -- I was their**
11 **secretary.**
12 Q. Was that full-time work?
13 **A. Yes, ma'am.**
14 Q. Do you have any recollection as to when that
15 would have been?
16 **A. Actually, they called me on a Saturday morning,**
17 **it was May the 11th of '96, the day after my graduation**
18 **of the automated accounting. Well, the graduation**
19 **ceremony may have been a little bit before, but it was --**
20 **something happened on May 10th. It may have been that**
21 **graduation ceremony.**
22 **And I couldn't believe somebody called on a**
23 **Saturday to interview me, but, see, I wasn't aware, a**
24 **Saturday for the horses at Delaware Park is like a Monday**

25 (Pages 94 to 97)

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1 **for the rest of society. And they called me in for an**
2 **interview for that day. And I went.**
3 **And I stayed there until -- did you want to**
4 **know this?**
5 Q. Yes, please.
6 **A. -- November of '98.**
7 Q. Why did you leave Delaware Park?
8 MS. BREWINGTON: Objection, relevance.
9 MS. DIBIANCA: There is no objection for
10 relevancy for depositions purposes, Lori.
11 MS. BREWINGTON: We have to preserve the
12 record.
13 MS. DIBIANCA: No, you don't. If you want
14 me to pull the local rule, I'll be happy to do that.
15 There is no objection for relevancy in deposition
16 testimony.
17 MS. BREWINGTON: I object. Go ahead. You
18 can certainly answer.
19 THE WITNESS: Excuse me for saying. One day
20 I was coming down the hall -- see, I could have came into
21 my office -- I work side by side with a secretary that
22 had been the judge's secretary for over 13 years.
23 Now, I could have came in this way
24 (indicating) where my door, my desk is right here at this

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1 office. Janet and I, we had two desks in our office, and
2 then our office connected to the stewards.
3 Well, I came in this way (indicating). As I
4 was coming down the little corridor, Janet walked out of
5 the steward's office with a gold piece of paper. And by
6 the time she came across, by the time I got down the
7 little corridor, the gold piece of paper was on my desk.
8 And I said, "What is this?" And she said,
9 "I don't know, but it better not be a merit increase."
10 And I said, "What?"
11 And so I went to the director of finance,
12 Mr. John Rooney, and I said, "Would you please tell me
13 what this is?" And he said, "Yes, I gave you a raise."
14 And I said, "Wait a minute," I said, "the
15 stewards haven't had a raise." I said, "Janet is upset."
16 I said, "She hasn't had a raise in 13 years." I said, "I
17 don't want the raise."
18 He said, "You got the raise. You are going
19 to take it, and it is none of Janet's business and she
20 shouldn't have been snooping on your desk."
21 Janet kind of quit talking to me. Things we
22 should have interacted with on a daily work basis, we had
23 to tend to the jockeys, the horse owners, the trainers
24 and so forth, and so, you know, slowly but surely, I

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1 just, I didn't want to be there anymore, basically. They
2 were treating me different. And I felt guilty for having
3 a raise and she didn't get one. So...
4 Q. Did you resign?
5 **A. Actually, no.**
6 Q. What happened?
7 **A. I slowly but surely quit going there. I didn't**
8 **want to be there anymore. So...**
9 Q. Like did you just stop going?
10 **A. I stopped going. And then they officially**
11 **terminated me, yes.**
12 Q. Okay. So when you said you didn't resign, you
13 mean you didn't give a resignation notice or something?
14 **A. No.**
15 Q. And then after that where did you go?
16 **A. I don't recall.**
17 Q. That would have been November 1998; is that what
18 you said?
19 **A. Yes.**
20 Q. That's the year that you had your car accident,
21 correct?
22 **A. I think it -- yes, I think may have -- it was in,**
23 **yes, it was in '98, I'm pretty sure. And may have been**
24 **right after or right before, yes.**

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1 Q. Right before or right after what?
2 **A. Delaware Park.**
3 Q. Did it prevent you from working, the car
4 accident?
5 **A. Forgive me. When I worked at Delaware Park, I**
6 **was driving one of my father's black Cadillacs. When the**
7 **kids hit me, I then -- he gave me a blue Oldsmobile. So**
8 **I actually still have the registration and stuff from the**
9 **Oldsmobile. I could find out for you.**
10 **So give or take, as far as that last car**
11 **accident, which that should also be in my medical records**
12 **as well. When that happened, when I was at Delaware Park**
13 **I had a black Cadillac. When the kids hit me it totaled**
14 **my Oldsmobile. So it was after Delaware Park,**
15 **definitely, because that's when I had the Oldsmobile.**
16 Q. Your car accident must have been in 1999?
17 **A. I'm pretty sure it was the end of '98. I didn't**
18 **go long without a vehicle. It could have been the**
19 **beginning of '99. So forgive me for that.**
20 Q. That's fine. No, that's fine.
21 **A. Yes.**
22 Q. So did the car accident prevent you from working?
23 **A. Well, I don't recall. I know I was in pain, a**
24 **lot of pain for awhile, the very beginning. Eventually**

26 (Pages 98 to 101)

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1 **you learn to live with pain.**
2 Q. Was there ever a time that you didn't hold a job?
3 **A. That I did not?**
4 Q. Yes.
5 **A. What do you mean?**
6 Q. Did you not work?
7 **A. Sure. In between.**
8 Q. I don't mean for a period of a week, but say a
9 period of more than a month.
10 **A. Yes.**
11 Q. When was that?
12 **A. Such as April to August, in between the bank and**
13 **CitiSteel. Such as --**
14 Q. Go ahead.
15 **A. Such as that.**
16 Q. I thought you were going to say such as something
17 else and give another example. But you definitely worked
18 after Delaware Park; is that correct?
19 **A. Yes.**
20 Q. Do you recall where that was, where your
21 employment was after Delaware Park?
22 **A. Bank. I answered that.**
23 Q. Oh, I'm sorry.
24 **A. That's okay.**

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1 Q. When was the bank?
2 **A. After Delaware Park.**
3 Q. When?
4 **A. I don't recall. It is on record too probably.**
5 **Right there.**
6 Q. I'm just asking you. Did you go from --
7 **A. Well, I already answered that.**
8 Q. Could you repeat it again for me?
9 **A. Can't we look it up again like we did earlier?**
10 MS. BREWINGTON: I'm going to object on the
11 grounds of asked and answered. You can go ahead.
12 Q. I just want to clarify. I understood that you
13 testified that you went to work at the bank prior to
14 CitiSteel.
15 **A. No.**
16 Q. That's incorrect.
17 **A. That's incorrect.**
18 Q. So correct me.
19 **A. Or -- yes, prior, before.**
20 Q. Yes.
21 **A. Can we look it up?**
22 Q. I would like you to just answer the question as
23 to what your sequence of employment is.
24 **A. The bank -- yes, but I think we should only ask a**

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1 **question once and then --**
2 Q. But it hasn't been answered.
3 **A. Well, yes, it has, because it is on here. So if**
4 **you are remembering what I already told you, then it has**
5 **been answered. Yes, yes. I'm assuming you are correct.**
6 **So --**
7 Q. I don't want to assume I'm correct. I don't know
8 what the answer is.
9 **A. Well, if it is prior, you have already asked it**
10 **once, though. That's how you already knew the answer to**
11 **it.**
12 Q. Ma'am, I'm going to ask you on the record to
13 please --
14 **A. Which you already did, yes, prior.**
15 Q. I'm going to ask you on the record to please
16 state for me your employment history.
17 **A. I do not remember. Bank prior. No. Prior to --**
18 **prior to CitiSteel, after Delaware Park. That's what I**
19 **was --**
20 Q. That makes sense. That is what I called
21 employment history. Delaware Park, which we established
22 you left November 1998. Is that correct?
23 **A. Yes.**
24 Q. You started in CitiSteel in August of 2001. Is

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1 that correct?
2 **A. Yes.**
3 Q. And the bank was in between?
4 **A. Yes.**
5 Q. The bank's name you do not recall; is that
6 correct?
7 **A. Yes.**
8 Q. So you worked at the bank for over two years; is
9 that correct?
10 **A. I do not recall.**
11 Q. You do not recall where you worked?
12 **A. No, no.**
13 Q. Is there any reason why you would not recall
14 where you worked for a period of two years?
15 **A. But you are more than welcome to look it up.**
16 Q. I'm asking you.
17 **A. I don't remember. I was not there for two years,**
18 **though, no.**
19 Q. Okay. Where else were you other than there, the
20 bank, for two years?
21 **A. Nowhere. I don't --**
22 Q. You didn't work?
23 **A. I don't think so. I am not sure.**
24 **Well, there was two banks I actually worked**

27 (Pages 102 to 105)

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1 at.
2 Q. During the same period?
3 A. Yeah. Yes.
4 Q. What was your salary when you started full-time
5 at CitiSteel?
6 A. Well, I actually lowered it by a couple cents,
7 not realizing. When I started the temp service I think I
8 started at 12 or 12 something, and once I became an
9 official employee, they asked me what I wanted, and I, I
10 don't know how or why I did that, and I said 11.50, and
11 I'm pretty sure that that is what they started me at, was
12 11.50.
13 Q. That was an hourly rate?
14 A. Yes, ma'am.
15 Q. Who interviewed you for the job? Was it someone
16 at Bernard or someone at CitiSteel?
17 A. Well, I was registered with Bernard, and Mike --
18 I do not recall his last name, but he used to run the
19 little HR building where Jim Ryan's office was.
20 McConnahan, maybe something like that. Unless there is
21 another McConnahan up there and that just popped into my
22 head. He did, he gave me some tests.
23 Because a lot of people use Excel nowadays,
24 which I know Lotus and Excel. So that was part of

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1 basically, you know, just to see if I was going to be
2 able to perform what they needed. So basically I just
3 took some Lotus test.
4 Q. Like a skills test?
5 A. Yes, for Lotus.
6 Q. Okay. You did that at CitiSteel?
7 A. Yes, ma'am.
8 Q. Was your salary the same when you left in August?
9 A. I think they gave me a little raise. I think it
10 was like 11.84.
11 Wait a minute. You said in August? You
12 mean in April?
13 Q. I'm sorry, yes, April.
14 A. That's okay. You are only human.
15 I think it was 11.84.
16 Q. Do you remember when you got the raise, any time
17 frame on that?
18 A. No.
19 Q. Who gave you the raise?
20 A. I don't even know.
21 Q. Do you remember if it was in the context of like
22 a yearly review or something like that?
23 A. I'm assuming. I don't -- I'm sorry.
24 Q. No, that's fine.

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1 A. Can't assume anything in life. I'm unable to
2 answer that.
3 Q. I'm sorry. Are you finished?
4 A. Yeah. I said yeah and I should have said yes.
5 Q. Yeah works just as well as long as it is not a
6 nod of the head. That's all the court reporter is
7 concerned with.
8 Who do you work for now?
9 A. The name of my employer is Skelly Group.
10 Q. How do you spell Skelly?
11 A. S-K-E-L-L-Y. We contract for Sun Oil.
12 Q. What is your position there?
13 A. I am a truck driver and an operator. I am in
14 training to operate as well, professional truck driver.
15 Q. Are you an owner/operator?
16 A. No, ma'am. I contract. I work for Skelly. I
17 don't own any of the vehicles.
18 Q. Okay. When did you get your CDL license?
19 A. My first one, the first time I took the test, I
20 took the man out in the tractor trailer right before
21 Christmas, December. I passed first round.
22 But then I kept studying for a further
23 endorsement such as tankers. It is a different style
24 tractor trailer. And then I continued to study to be

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1 legally authorized to carry explosives and chemicals
2 state to state and to be checked out by the FBI. So as I
3 continued to study and they added endorsements, I
4 continued to get my CDL.
5 I was at work when the letter officially
6 came in April from the FBI, so now if you look at my
7 license it says issue date in April, but I have actually
8 had the original CDL license to drive tractor trailers
9 over 2600 -- thousand pounds since December.
10 Q. Is that 2005 I guess?
11 A. 2005. Yes, ma'am.
12 Q. What is your salary at Skelly Group?
13 A. \$18 an hour for now. Three weeks after June 20th
14 it goes up to 22.
15 Q. Is that because you have gotten those
16 endorsements, the further endorsements?
17 A. Actually, no. I may start -- well, that was the
18 original offer to begin with, because eventually I'm
19 going to be training in equipment, heavy equipment, and
20 driving, it is a different kind of tractor trailer called
21 a low boy, where I will be hauling giant equipment state
22 to state.
23 Q. You said that was the original offer. What was
24 the original offer?

28 (Pages 106 to 109)

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1 **A. 18 to start, and then once I learn to finish**
2 **operating these types of trucks, then they want to start**
3 **training me in equipment and to carry, travel, pick up**
4 **and deliver state to state. Not overnight, of course.**
5 **I'll make it back home every night, I hope every night.**
6 **But, oh, well.**
7 Q. And then when did you start with them?
8 **A. March 14th, 2005. I graduated the school in**
9 **December, beginning of December. I started the hiring**
10 **process the very beginning, March 14th, the week of.**
11 **I physically -- because I had to travel, you**
12 **know, take several tests, go through several**
13 **interviews -- forgive me -- I physically started on March**
14 **the 20th.**
15 **So I was hired the week of March 14th. I**
16 **physically started, physically working, March the 20th.**
17 Q. And you said the school, the school was in
18 December. Is that the --
19 **A. I went to tractor trailer school. I figured I**
20 **needed a whole new fresh start, and so...**
21 Q. Was that December 2005? That was after you
22 started?
23 **A. What was after?**
24 Q. I'm sorry, that wasn't very clear. Skelly, date

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1 of hire, started March 14th?
2 **A. Of this year.**
3 Q. Oh, okay. I'm sorry.
4 **A. 2006. No, my fault.**
5 Q. Truck driver school came first?
6 **A. Yes.**
7 Q. In December?
8 **A. Yes.**
9 Q. And once you had the license, you went then after
10 that?
11 **A. Yes, ma'am.**
12 Q. That makes sense. Got it.
13 **A. Yes.**
14 Q. So at \$18, that's a few dollars more than at
15 CitiSteel. Is it better benefits at Skelly?
16 **A. Forgive me. I didn't get my new hire package**
17 **yet. I will in three weeks.**
18 Q. Do you expect, do you have an idea what that will
19 include?
20 **A. Well, I plan on joining the teamsters union. You**
21 **can't -- just I'm trying to learn everything. A lot.**
22 Q. A 401(k)?
23 **A. I don't know. Yes. Well --**
24 Q. Does it have healthcare?

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1 **A. Now, what -- it sounds so horrible by saying, and**
2 **naive, but I don't know, until I open that package.**
3 Q. Well, have you gone to the doctor since you
4 started? Did they give you like a co-pay? Or how do you
5 pay for it when you go?
6 **A. Well, Medicaid. I still have Medicaid.**
7 Q. When do you expect to get the new hire package?
8 **A. After June the 20th.**
9 Q. I just didn't hear the date. Sorry.
10 **A. That's okay.**
11 Q. Does that mark some kind of end of a probationary
12 period or something?
13 **A. Yes.**
14 Q. So far are you liking operating the truck?
15 **A. Yes, ma'am.**
16 Q. And Skelly, do you like them as an employer?
17 **A. Yes. I do not have any kind of sick feeling in**
18 **my stomach at all when I wake up or when going to sleep.**
19 Q. You mean as compared to something else?
20 **A. Yes, ma'am.**
21 Q. Do you like it better than CitiSteel?
22 **A. Yes, ma'am.**
23 Q. Are you planning on staying at Skelly?
24 **A. Yes, ma'am. My exact location, like I said, you**

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1 **know, they eventually want me to start learning the big,**
2 **heavy equipment, but still with the same company and so**
3 **forth, but just learning more.**
4 Q. So the nature of the job?
5 **A. Yes, ma'am, yes.**
6 Q. No plans to go back to CitiSteel, correct?
7 **A. No. Would you?**
8 Q. No desire to return to CitiSteel?
9 **A. Never.**
10 Q. And then I guess for the record I should ask for
11 a formal document request for the package once you
12 receive it, to turn that over and then your attorney will
13 produce that to us.
14 **A. Fine.**
15 Q. And then before Skelly, before March 14th, where
16 were you employed then?
17 **A. I wasn't. I was still studying. I was studying**
18 **chemicals.**
19 Q. Can you just tell me what that means exactly.
20 **A. I continued to study a book and I would continue,**
21 **just so I wouldn't lose base, tractor trailer if you want**
22 **to back up right, you turn left. So I didn't want to**
23 **lose touch with anything. So I would just continue to go**
24 **to the school.**

29 (Pages 110 to 113)

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1 But I was studying chemical charts, because
2 I had to take tests on all the chemicals to get that
3 endorsement. So you just kept studying.
4 Q. So that was between the time, December 2005?
5 A. '5. And then I finally, I took -- I finally
6 passed, I should say -- I actually have -- February or
7 March. And then that was a process, I had to go to
8 Dover, get finger printed.
9 Q. When you say passed --
10 A. For the HAZMAT, for the chemicals.
11 Q. Okay. Then when did you apply to Skelly?
12 A. Second week of March. Actually I had an
13 interview and something happened, they had to reschedule
14 with me. And so I did the first interview the third week
15 of March. Well, the week of the 14th. I shouldn't be
16 saying second, because I don't have a calendar in front
17 of me. It was around the second week of March. I had an
18 interview.
19 Something happened with them. They called,
20 apologizing, they had to reschedule that following week,
21 which would be the week of the 14th.
22 I interviewed. If you get through that they
23 pass you on. They passed me on. That day they had me --
24 they had people come meet me and follow me to take

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1 alcohol and drug testing, once he decided he wanted to
2 keep me, once I got through the other interviews. Then I
3 had to go back the following day for a lot of paperwork,
4 proceedings.
5 So I applied. I don't know how to really
6 answer that. My first interview was the week of March
7 14th. It was supposed to be the week prior. It was not.
8 They had to cancel and reschedule with me.
9 So I guess my answer should be March, week
10 of March 14th.
11 Q. Well, you would have applied before because they
12 called you, right?
13 A. Well --
14 Q. Did you drop it off, an application?
15 A. Maybe I'm messing up the question. No. Oh, no,
16 no.
17 Actually, I got an interview. My friend's
18 husband actually asked me, when he found out what I had,
19 and what I had been studying for, he asked me if I had
20 like an interview.
21 So actually, and then he called and gave me
22 the interview date. Then he ended up calling back, then
23 he called back and said that they apologized -- you know,
24 he is a manager there. So he still -- Skelly, I mean, he

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1 is a manager. He is a supervisor there.
2 Q. So you actually got kind of referred? You didn't
3 apply; is that right?
4 A. Well, no. I had to get who through the interview
5 and then I had to take a few tests and so forth. But,
6 yes.
7 I mean sometimes you get in somewhere, it is
8 not what you know but who you know. But when he found
9 out I had a class A license, you know, with all
10 endorsements, you know, he asked me if I wanted a job.
11 Q. Do you know what their address -- I'm sorry.
12 A. I'm sorry. Go ahead. It is all right. I've
13 done it to you.
14 Q. Do you know what their address is or even what
15 town that is? Is it Delaware?
16 A. Yes. Let me see -- it is -- they all even get it
17 confused. Some say 601 and some say 610. Believe it or
18 not, they don't even have an address on their building.
19 610 West State Street, Media, Pennsylvania. And I don't
20 know zip code.
21 Q. That's fine. Then before that you were studying
22 for your license. When did you decide to go for your CDL
23 license?
24 A. Well, in 2005.

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1 Q. Well, you said --
2 A. I don't know the day.
3 Q. That's okay. Did you graduate in December?
4 A. Yes. Yes.
5 Q. How long was the class, the program?
6 A. Four weeks. I took the four-week one since I had
7 so much time on my hands.
8 Q. I'm just going to guess, but maybe December
9 through, beginning of December to the end of December,
10 does that sound about right?
11 A. For what?
12 Q. That the class actually went on.
13 A. No, the class actually started the beginning --
14 November 7th or 6th, and lasted through until --
15 Q. Beginning of December?
16 A. Yes, ma'am. They had to set up, like, the school
17 would set up when you are scheduled to meet with motor
18 vehicle to take tests for them, and so I knew soon in the
19 beginning my test date was towards the end of December.
20 So, in other words, once you graduate, you
21 know, your school, if you get a good -- I got an 89.9
22 percent on my grade average with the school. So, but
23 even though you are done with the school, you still have
24 to go back to take the man, to test for the man at motor

30 (Pages 114 to 117)

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1 vehicle. I had the name, all the parts on the truck.
2 Are you following me?
3 So there was a gap in between me graduating
4 from the school and what -- the date and time they set me
5 up for, to test for the man at motor vehicle, and name
6 all the parts and what they are for, and then take him
7 for a ride, which occurred at the end of December.
8 Q. Okay. So if the class started November 6th or
9 7th, was early November --
10 A. Yes.
11 Q. -- when did you decide to do that? Was that that
12 month? That year?
13 A. No. A couple months in advance I assume. Yes.
14 Q. Where was the class offered?
15 A. 19 B Davidson Lane.
16 Q. What is that?
17 A. New Castle.
18 Q. Is it like a private school?
19 A. Oh, American Driving Academy.
20 Q. Is there an application process for that? Did it
21 take a long time to get accepted?
22 A. I filled out paperwork. As long as you have a
23 good driving record and no points and so forth,
24 basically.

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1 Well, I'm sorry. No felons, no drug
2 charges, didn't kidnap somebody, you know, all that kind
3 of stuff.
4 Q. What made you decide to do the CDL stuff?
5 A. Well, I love to drive. I'm a good driver. I'm a
6 safe driver. And I like the challenge, you know. I
7 guess you should say little tomboy'ish.
8 To tell you the truth, I got -- you know, I
9 was fed up with the whole office thing actually, period.
10 Very good to be a little bit more alone being a truck
11 driver.
12 Don't get me wrong. I love people, you
13 know, society and socializing. But I just -- I didn't
14 want to be confined. I didn't really want to work
15 directly in a...
16 MS. BREWINGTON: Off the record.
17 (Discussion off the record.)
18 (Lunch recess taken.)
19 BY MS. DIBIANCA:
20 Q. We will go back on the record. Did you talk to
21 your attorney about the topic of the deposition over the
22 lunch break?
23 A. No.
24 Q. Okay.

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1 A. Was I supposed to?
2 Q. No, you weren't. So that's correct.
3 A. Okay.
4 Q. When we left off I think we were at Skelly Group.
5 Then before Skelly you were taking your class to get
6 certified, and I will put a formal document request on
7 the record for just a copy of your CDL license.
8 A. Would you like to make a copy now? I have it.
9 Q. We can do it on the next break if you want, sure.
10 A. You would want to do front and back because of
11 all the endorsements.
12 Q. Right. Exactly.
13 And then before the class, where was the
14 last position you worked before that?
15 A. I would accept temporary positions if available.
16 So, again, I cannot recall. I flagged again as back-up,
17 it is a temporary flagging agency, so I would flag 7:00
18 at night until 7:00 in the morning. Pretty good pay.
19 But, again, it was through a temporary, you
20 know, until I --
21 Q. What was the name of the temporary flagging
22 agency?
23 A. I think American Flag. I have some pay stubs at
24 home if they have a proper name on it. But I think it

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1 was American Flagging.
2 Q. And then any pay stubs that haven't been produced
3 already, I believe I have seen some that said something
4 about American Flag, so I believe some have been
5 produced --
6 A. Okay.
7 Q. -- but if any haven't, I will ask you to produce
8 them as well.
9 A. Okay.
10 Q. And then you said, in addition to the temporary
11 flagging agency were there other temporary companies that
12 you worked with?
13 A. Throughout the period, from what happened with
14 CitiSteel, you know, if a job was offered to me I took
15 it. There was one company that needed someone for a
16 week, whatnot. But other than that, as far as
17 employment, no.
18 Q. Who was the temp agency, though, that you went
19 through?
20 A. Well, I actually put my resume, cover letter on
21 careerbuilder.com and monster, actually.
22 Q. But who was the temp agency that got you the
23 temporary jobs?
24 A. Well, there was a couple of them. I don't

31 (Pages 118 to 121)